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LABOUR CANADA
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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
January 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

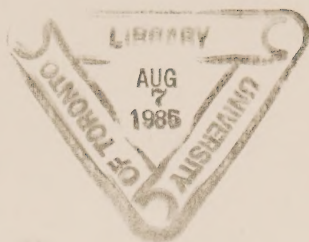
Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

February 28, 1982



Unemployment

This report consists of three sections. The first section contains summaries of the collective bargaining results covering 500 or more Ontario employees that were included in January 1985 and a few reported for late in the month in which they were ratified. Provision is made for the previous agreement. A settlement may be a single agreement that affects 500 employees or more or to a number of agreements that affect a total of 500 employees or more, even though an agreement may apply to fewer than 500 employees.

Two more rates are usually reported in the settlement summary - the rate-increase rate for the lowest unskilled labour classification and the rate for a non-supervisory management. Many these classifications do not reflect the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations that were underway in January 1985. Later dates have been used to indicate the stage of negotiations and these dates are defined at the end of the list.

The third section lists the agreements that are scheduled to expire in February 1985.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

January 28, 1985

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Highlights

Hospital Employees Settlements. Five master sets of negotiations, involving a total of about 9,000 members of four unions, were concluded during the first quarter of 1982, eventually ending the 1981 round of major contract bargaining in the Ontario hospital sector. Three of the disputes were finalized in January and the remaining two were settled in the following two months. In all of the instances bargaining on monetary and some other common issues affecting the respective parties was conducted centrally, while local issues were resolved at the individual hospital level.

The largest of the joint bargaining situations settled in January involved 3,290 full-time non-medical employees represented by Local 220 of the Service Employees Union (SEIU) at 16 Southwestern Ontario hospitals. The employees were covered by 19 separate agreements which were due for renewal on March 31, 1981. The union entered the negotiations seeking a wage increase of about 40 per cent, plus improvements in fringe benefits, and argued that its members' earnings had been eroded by inflation and earlier by roll backs of the now-defunct Anti-Inflation Board. The union further maintained that such an increase was needed to gain wage parity with British Columbia hospital workers who work the same 37.5 hours per week, but are paid up to \$2 per hour more than those in the London area hospitals. Only a few of the union-proposed items were settled in direct talks by mid-1981, when two concurrent major hospital support staff disputes ended with arbitrated settlements. The awards affected 16,400 members of the Canadian Union of Public Employees (CUPE) at 65 hospitals and 9,000 members of six SEIU locals at 46 hospitals, mainly located in Central Ontario. The binding decisions introduced a number of contract improvements standardizing wages, benefits and working conditions at the 111 hospitals and provided a uniform pattern for other negotiations in progress. In view of these developments, the London area group agreed to submit 29 of the disputed 240 contract issues to arbitration.

The final award for the Local 220 members was in line with the two earlier CUPE and SEIU master settlements and set new terms for updating of the 19 expired contracts. Due to legal requirements, the award covered a 12-month period starting on the January 18, 1982 date of its issue, but also incorporated an interim wage increase (part of which was retroactive to April 1, 1981) that was granted while arbitration hearings continued. The interim increase corresponded to the then last offer of the hospital employer group. It included a three-stage hourly wage increase totalling 90 cents and an additional 21-cent differential for registered nursing assistants and orderlies. The final award provided a further three-stage general wage raise of 75 cents per hour, bringing the total increase to \$1.65 per hour over 22 months.

Other awarded improvements produced benefit levels comparable to those granted in the CUPE and SEIU awards, with the stipulation that superior benefits provided in the 19 existing Local 220 agreements be maintained. [For details of the CUPE and SEIU awards see pp. 404 and 408 of the June 1981 issue of this report, respectively]. The improvements in the Local 220 agreements related to shift and supervisory premiums, standby pay and callback minimum, paid vacations, other paid and unpaid leaves and subsidized insurance benefits. The first four items were made retroactive to April 1, 1981, with the remainder effective on the date of the award. The expanded health benefits included a cost-shared semi-private hospitalization plan and comprehensive dental coverage, as well as a short and long-term disability

insurance plan for which the hospitals will pay 75 per cent of the premiums. The latter replaced sick leave plans existing in some of the previous contracts.

The release of the award considerably simplified concurrent arbitration proceedings in a related contract dispute affecting over 1,300 part-time service employees, represented by the same SEIU local, at 12 of the 16 London area hospitals. Following the union's request, the arbitration board agreed in the interim to extend to the part-time units the same wage increases as granted earlier to their full-time counterparts. The award for the part-time units called for an hourly wage increase of 90 cents for all employees, plus an extra 21 cents for registered nursing assistants and orderlies, both effective on the March 17, 1982 date of the hearing. The remaining three increases, totalling 75 cents per hour, are to be implemented at three-month intervals beginning April 1, 1982, in a similar way as for the full-time units. A final award, dealing with the remaining contentious matters and with the issue of retroactivity, is still pending.

The second set of joint negotiations completed in January covered 943 office and clerical employees represented by Locals 204 and 777 at five Toronto hospitals. The centralized bargaining system for the group was initiated in 1976; prior to this year each of the three contract settlements since then had been decided by arbitration. In contrast, the just concluded master agreement, to replace contracts which expired on September 30, 1981, was achieved in conciliation. During the course of the negotiations, wage increases and improvements in vacations, maternity and personal leaves, as well as technological change and its impact on job security and retraining were of major concern to the union members.

The new master settlement was approved on January 8 by 77 per cent of the votes cast. Under its terms, the office and clerical employees at Baycrest, Mount Sinai, Sunnybrook, Toronto East General and Wellesley hospitals received a general wage increase of 13 per cent in the first year and an additional 12.5 per cent in the second contract year ending September 30, 1983. The settlement included a number of improvements in other provisions designed to further standardize the existing compensation practices among the participating hospitals and to upgrade the present benefits to the uniform levels established by the recent hospital arbitration awards. Among the improved matters were shift premiums and other guaranteed payments, vacation policies, bereavement leaves, a shorter qualifying period for maternity leaves, a new paid education clause and uniform health and welfare benefits. The parties also agreed to discuss in advance plans for contracting-out of bargaining unit work and the adverse effects (if any) of such decisions on employees.

The remaining January settlement, between the 2,500-member Professional Association of Internes and Residents of Ontario and 23 teaching hospitals in Toronto and four other centres, was reached in direct negotiations. The resultant one-year renewal agreement, calling for a general salary increase of 13.7 per cent, superseded the previous contract that expired December 31, 1981.

In mid-February, 250 stationary engineers and maintenance workers, members of the Canadian Union of Operating Engineers at 30 Ontario hospitals,

ratified another jointly negotiated settlement. The province-wide accord was reached at the post conciliation stage and served as a basis for the renewal of individual agreements that expired on December 31, 1981. The negotiated package included an initial general wage increase of 11 per cent retroactive to January 1, 1982, followed by an additional 2 per cent on July 1, 1982. Other improvements, in clauses related to shift premiums, standby payments and subsidized insurance benefits, closely resembled the standard provisions in other hospital contracts.

The outstanding set of centralized negotiations, between the Paramedical Division of the Ontario Public Service Employees Union (OPSEU) and 38 Ontario hospitals, was eventually concluded by arbitration in early March. The binding award established new terms for agreements covering about 2,100 paramedical employees at the participating hospitals. Their previous agreements were due for renewal on December 31, 1980. During the protracted negotiations, the medical technologists and related employees sought wages comparable to those paid to hospital nurses, claiming they have equal training and responsibilities. Both occupations had been paid similar salaries in 1974, but since then the technologists' pay scales have slipped behind those of nurses by about 38 per cent.

In June 1981, when direct negotiations and subsequent conciliation meetings failed to reach a settlement, the parties went into arbitration. Four of the ten original central issues remained in dispute, involving salaries, vacations, educational premiums and superior benefits. However, no hearings took place during the next six months, because two of the successively appointed chairmen of the arbitration board resigned. In the meantime, the hospital nurses were awarded a four-stage salary increase of between 29.2 and 31 per cent over a two-year period ending September 30, 1982. The award brought the monthly salary for a registered nurse to \$1,900 by April 1, 1982, further widening the existing earnings gap between the nurses and technologists. The comparable salary for a Registered Technologist I, in effect since October 1980, was \$1,310 per month and the hospitals had offered to increase it by 37 per cent over the next two years.

During the arbitration hearings, the union entered as evidence a management report prepared in 1975 in support of the argument for pay comparability between the two classifications. The document stated that the skill, responsibility, effort and working conditions of technologists and nurses are on balance equal. In consequence, the board recognized the principle of basic job comparability and awarded a cumulative salary increase of about 45 per cent over two years for the benchmark position of a Registered Technologist I (R.T. I). The increase, amounting to \$590 per month, was implemented in five stages beginning on January 1, 1980. It brought the R.T. I monthly salary to \$1,900 by October 1, 1982, providing at that time wage parity with nurses, whose contracts open for renewal on the previous day. Salaries for all positions above and below that benchmark were adjusted accordingly, with the existing differentials between job classes maintained.

The award also provided for shorter qualification periods for vacation entitlements, with employees at the benchmark level or higher receiving four weeks of paid leave after four years' service instead of five. For those below the benchmark classification, the service require-

ments for three and four weeks' vacation were reduced respectively, from four years to three and from 15 years to 10. All employees received five weeks' vacation after 20 years instead of 22. Other awarded standard provisions (to be incorporated in the individual collective agreements conditional on the retention of the present superior benefits) were generally similar to those granted earlier to hospital nurses [see pp. 661-664 of the October 1981 issue of this report for details of the nurses award].

The province-wide award for technologists was expected to set a settlement pattern for the remaining paramedical units represented by OPSEU and three other unions at a number of hospitals which opted out of the joint negotiations. In addition, the award will probably influence the level of salaries paid to technologists by non-unionized hospitals across Ontario.

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FOOD AND BEVERAGE

<u>Weston Bakeries Limited at Kitchener - Local 461, Retail, Wholesale Employees</u>			
(AFL-CIO/CLC): A 22-month renewal agreement effective from January 10, 1982 to November 15, 1983, with wages retroactive to November 15, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 5 months.			
Wages:	Effective	<u>Nov. 15/81</u>	<u>Nov. 14/82</u>
	Increases	14% for Production employees; 15% for Transport Drivers	\$1 for Production employees; 12% for Transport Drivers
	Additional Adjustment	10¢ for Mixer	
	General Help	\$8.42 (\$7.39)	\$9.42
	Transport Driver	\$9.64 (\$8.38)	\$10.80
	Licensed Mechanic	\$10.47 (\$9.18)	\$11.47
Hours of Work:	42 (42 1/2) hours per week for transport drivers. Effective November 14, 1982, 41 1/2 hours. Effective May 15, 1983, 41 hours.		
Night Shift Premium:	Effective after January 9, 1982, 35¢ (30¢) per hour for production employees. Effective November 14, 1982, 40¢. Effective May 15, 1983, 45¢.		
Lead Hand Premium:	Effective January 4, 1982, 30¢ (25¢) per hour. Effective November 14, 1982, 35¢.		
Attendance Bonus (new):	\$50 for each quarter year for employee with perfect attendance, including punctuality and abstention from early leaving, plus an additional \$50 for the entire year, up to a maximum of \$250.		
Paid Vacation:	4 weeks after 12 (13) years' service, 5 weeks (new) after 22 years and an additional 2% of earnings after 30 years. (Previously, received an additional 2% of earnings after 23 years). Effective in 1983, 4 weeks after 10 years and 5 weeks after 20 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is 60% of UIC allowable payments. (Previously, \$140 per week maximum benefit).		
	<u>Vision Care (new)</u> - Effective January 1, 1983, employer pays 100% of premium costs for qualified employees. Maximum claim for eyeglasses is \$100 every 24-month period.		
	<u>Dental Plan</u> - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in 1983, the 1981 ODA fee schedule.		
Clothing Allowance:	Employer contributes \$20 per year towards the cost of a jacket or heavy shirt for dock worker. (Previously, employer provided jackets.)		

Meal Allowance: Effective November 14, 1982, \$3.50 (\$2.50) after 10 hours worked for transport drivers.

Severance Pay (new): 3 weeks' pay after 4 years' service, 6 weeks' pay after 8 years, 9 weeks' pay after 12 years, 12 weeks' pay after 16 years, and 15 weeks' pay after 20 years in event of plant closure.

TEXTILE

Du Pont Canada Inc. (Kingston Works) - Kingston Independant Nylon Workers Union (1,400 employees): A 24-month renewal agreement effective from January 28, 1982 to January 27, 1984, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 28/82	Jan. 28/83
General Increases		13.9%	13.1%
Serviceman "B"		\$9.53 (\$8.37)	\$10.78
Storesman		\$10.25 (\$9.00)	\$11.59
Stationary Engineer 2nd Class		\$12.32 (\$10.82)	\$13.93

NOTE: Package Preparation Operator classification eliminated. Serviceman "B" is lowest classification for non-probationary employees.

Previous rates include a 2.2% upward wage adjustment made during 1981.

Hours of Work: Varied schedules (unchanged).

Instructor Premium (new): 65¢ per hour. Instructor classifications are eliminated and replaced by this premium pay system.

Lead Hand Premium: 65¢ (55¢) per hour.

Shift Premium: 0-37¢-43¢ (0-32¢-38¢). Effective January 28, 1983, 0-42¢-48¢.

Sunday Premium: \$1.75 (\$1.50) per hour. Effective Janaury 28, 1983, \$2.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 8 months' service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).

Meal Allowance: \$3.75 (\$3).

Safety Shoe Allowance: \$38 (\$31) plus one-third of the excess cost of purchase to a maximum of \$46 (\$39) per year.

KNITTING MILLS

National Knitting Mills Co. Ltd. at Toronto - Local 1865, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1981 to November 30, 1982, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/81</u>
	Increase	15¢-26¢
	General	\$4.33
	Hand	(\$4.18)
	Knitter	\$7.59
	Fixer A	(\$7.33)

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Seyerhaeuser Canada Ltd. at Sault Ste. Marie - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 27, 1981 to November 26, 1983, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 27/81</u>	<u>Nov. 29/82</u>
	General	11%	10%
	Increases		
	Labourer	\$7.53 (\$6.78)	\$8.28
	Electrician "A1"	\$9.48 (\$8.54)	\$10.43

Shift Premium: 0-12¢-10¢ (0-8¢-10¢).

Leave: Grandparents are added to the provision for 3 days' paid leave to attend the funeral.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service from August, 1960. Effective November 27, 1982, \$10.

PAPER AND ALLIED

Eselte Pendaflex Canada Inc. (formerly, Oxford Pendaflex Canada Ltd.) at Toronto - Local 466, Printing and Graphic Union (AFL-CIO/CLC): A 20-month renewal agreement effective from January 29, 1982 to September 30, 1983, with wages retroactive to October 1, 1981, covering 234 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
	Increases	13%	\$1.15 for Groups 1 and 2; 80¢ for all others

	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
Group 11 (includes Custom Binder Assembler)	\$5.88-\$6.63 (\$5.20-\$5.87)	\$6.68-\$7.43
Group 1 (Maintenance Machinist)	\$10.74-\$11.33 (\$9.50-\$10.03)	\$11.89-\$12.48
Probationary period is 60 days worked. Maximum rates for Group 11 are reached after two 3-month and one 6-month increases, and for Group 1, after one 12-month increase.		
Shift Premium:	30¢ (27¢) per hour for second shift. Effective October 1, 1982, 33¢.	
Training Premium:	20¢ (15¢) per hour for employee, excluding Lead Head, assigned for 1 full shift or more to train employees.	
Overtime Pay:	Double time after 3 hours overtime worked on Monday through Friday (new), and double time after 3 (4) hours worked on a Saturday.	
Paid Holidays:	1 (1/2) shift before Christmas Day, and 1 (1/2) shift before New Year's Day are added for a total of 12 days.	
Paid Vacation:	Effective in 1982, 4 weeks after 12 (14) years' service, and 5 weeks after 23 (25) years. Effective in 1983, 5 weeks after 22 years.	
Health and Welfare:	<u>Dental Plan (new)</u> - Effective July 1, 1982, employer pays 50% of premium costs for a basic plan at least equivalent to the Green Shield plan.	
Meal Allowance:	\$3 (\$2) after 2 hours unscheduled overtime on Monday through Friday.	
Safety Prescription Glasses:	Employer pays the difference between regular safety glass and Hardex lenses for employee requiring prescription glasses, and who is required by employer to wear safety glasses (new).	
Safety Shoe Allowance:	Employer contributes \$30 (\$20) towards the cost. Effective October 1, 1982, \$35.	

Reed Decorative Products Limited (Sunworthy Wallcoverings Div.) at Toronto - Local 304, Canadian Paperworkers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from February 19, 1982 to February 18, 1985, covering 335 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Effective</u>	<u>Feb. 19/82</u>	<u>Aug. 19/82</u>
General Increases		10.2%	5%
Upgrading Adjustments		7¢-50¢ prior to increase for some categories	

	<u>Feb. 19/82</u>	<u>Aug. 19/82</u>
Additional Adjustment	Restructuring of wage schedule to 17 (23) Job Grades	
Grade 16 (22) (Production Worker)	\$7.09-\$7.41 (\$6.32-\$6.65)	\$7.44-\$7.78
Grade 0 (1) (includes Printer)	\$10.83-\$11.08 (\$9.61-\$9.83)	\$11.37-\$11.63
Effective	<u>Feb. 19/83</u>	<u>Feb. 19/84</u>
General Increases	12%	10%
Grade 16 (Production Worker)	\$8.33-\$8.71	\$9.16-\$9.58
Grade 0 (includes Printer)	\$12.73-\$13.03	\$14.00-\$14.33
Previous rates reflect a 71¢ COLA fold-in.		
Probationary period is 480 hours worked (60 worked days). Maximum rates are reached after two 3-month increases.		
Cost of Living Allowance:	Effective in the third contract year, 1¢ per 0.26 (0.35) point change upward or downward in the Consumer Price Index - 1971=100 (1961=100). Trigger is 10% (6%) above the Index base of October, 1983. To be adjusted quarterly.	
Shift Premium:	0-30¢-40¢ (0-27¢-37¢). Effective February 19, 1984, 0-35¢-45¢.	
Lead Hand Premium (new):	50¢ per hour over highest rate. (Previously, Lead Hand part of grade structure.)	
Paid Holidays:	Effective in the third contract year, 1 floating day is added for a total of 13 days.	
Paid Vacation:	Effective in the 1983 vacation year, 5 weeks after 20 (22) years' service. Effective in the 1984 vacation year, 4 weeks after 11 (12) years.	
Bereavement leave:	Grandparents are added to the provision for 3 days' paid leave to attend the funeral.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective in the second contract year, \$15,000 (\$12,500) coverage. Effective in the third contract year, \$17,500. <u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of premium costs. <u>Long Term Disability (new)</u> - Employer pays 100% of premium costs. Benefit is 70% of regular earnings, payable up to a maximum of 2 years. <u>Drug Plan</u> - Effective in the third contract year, deductibles are \$10/\$20 (\$15/\$30).	

Dental Plan - Effective in the second contract year, crowns and in-lays are included.

Pension Plan: Effective in the second contract year, Career Average Pension Plan updated to 1980 (1976) earnings.

Meal Allowance: Effective February 19, 1983, \$3.50 (\$3) after 2 hours' unscheduled overtime. Effective February 19, 1984, \$4.

Safety Shoe Allowance: Employer pays a maximum of \$30 (\$15) per employee per year. Effective February 19, 1983, \$40. Effective February 19, 1984, \$50.

Tool Allowance: Employer pays a maximum of \$50 (\$25) per year per skilled tradesman in the maintenance department.

Severance Pay: Effective for 1 year only, 1 week's pay per year of service, regardless of notice, in the case of jobs which may be eliminated due to plant relocation (new).

METAL FABRICATING

Frankel Steel Limited at Milton - Steelworkers* (AFL-CIO/CLC): A 24-month first agreement effective from October 3, 1981 to October 2, 1983, covering 346 employees, settled at the bargaining stage. Duration of negotiations - 2 months

*The Steelworkers replaced Local 834 of the Structural Iron Workers as the bargaining agent in October, 1981.

Wages:	Effective	<u>Oct. 3/81</u>	<u>Oct. 3/82</u>
General Increases		14%	12%
COLA Fold-in		35¢	
General Labour (hired before October 3, 1977)		\$8.85-\$9.06 (\$7.60)	\$9.91-\$10.15
Mechanical, Electrical and Electronic Main- tenance Mechanic		\$12.16-\$12.64 (\$10.32-\$10.74)	\$13.62-\$14.16

Previous rates for Mechanical, Electrical and Electronic Maintenance Mechanic reflect a 25¢ adjustment made for all Fitter classifications and above.

Probationary period is the first 30 working days in the first 6 months of employment. Maximum rates are reached after four 3-month periods.

Cost of Living Allowance: Effective October 3, 1982, 1¢ per 0.5 point difference in the Consumer Price Index for Toronto - 1971=100. Triggers at 5% above the base of the October 1982 CPI Report. Adjusted and payable quarterly in a lump sum (unchanged).

Shift Premium: 0-30¢-40¢ (0-20¢-35¢). Effective October 3, 1982, 0-35¢-45¢.

Overtime Pay: Double time after 10 (8) hours per week, including Saturday.

Paid Holidays: 1 (1/2) day on the day before Christmas Day and New Year's Day is added for a total of 12 days.

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$12,000) coverage.
Vision Care (new) - Maximum claim for eyeglasses is \$75 per person for each 24-month period.

Pension Plan: Non-Contributory Plan (new) - Effective January 1, 1982 for all employees who complete 1 year of service. Benefits accrue in the first year at .75% of the current maximum level of the CPP which is \$14,700. Effective October 3, 1982, 1.25%. Contributory and non-contributory plans to merge.

Meal Allowance: \$4.00 (\$3.50) after 2 hours' unscheduled overtime.

Safety Boot Allowance: Maximum \$50 (\$25) for 1 pair per contract year. Effective October 3, 1982, \$60. Yard employees who have completed probation receive an additional subsidy of up to \$20 per contract year for approved thermal boots (new).

Notice of Layoff (new): 8 hours' notice for employee with less than 1 year of continuous service and 1 day's notice per year of continuous service to a maximum of 5 days, for employee with more than 1 year of continuous service.

Richards-Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC): A 24 month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 266 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Increases:	Effective Jan. 1/82	Jan. 1/83
General Increases	3%	3%
COLA Fold-in	87¢	
General Labourer	\$8.65-\$8.97 (\$7.62-\$7.86)	\$8.92-\$9.24
Tool and Die Maker	\$11.28-\$11.60 (\$10.18-\$10.42)	\$11.63-\$11.95

Probationary period is 60 days worked. Maximum rates are reached after two increases of 16¢ (12¢) each within 130 days worked.

Cost of Living Allowance: 3¢ for each 1.0 point increase in the Consumer Price Index - 1971=100 above the base of 246.9. Adjusted monthly. (Basic formula is unchanged).

Paid Vacation: 4 weeks after 13 (14) years' service and 5 weeks after 23 (24) years.

Health and Welfare: Life Insurance and A.D. & D. - \$18,000 (\$16,000) coverage.
Effective January 1, 1983, \$20,000 coverage.

Weekly Indemnity - Benefit increases to \$210 (\$190) per week.
Effective January 1, 1983, \$235 per week.

Dental Plan - Payments are based on the 1981 (1979) Ontario
Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1983, \$10 (\$8) per month per
year of contributory past and future service.

Early Retirement Supplement - Effective January 1, 1983, at age
63, \$400 (\$350) per month.

Safety Shoe Allowance: Employer contributes up to a maximum of \$25 (\$20) twice per
calendar year, towards the cost, or \$30 (new) twice in calendar
year for metatarsal equipped safety footwear.

TRANSPORTATION EQUIPMENT

Wabco Ltd., Stoney Creek Plant - Local 558, Electrical Workers (UE) (CLC)
hourly-rated employees): A 24-month renewal agreement effective
from April 23, 1981 to April 22, 1983, covering 310 employees,
settled with mediation assistance during a work stoppage.
Duration of negotiations - 12 months.

Wages:	Effective	Apr. 23/81	Apr. 23/82
	Increases	*\$1.24-\$1.87 on Job rates	*47¢-62¢ on Job rates
	Labour Grade 2 (includes Handler- Sweeper)	\$8.385-\$8.494 (\$7.145-\$7.254)	\$8.855-\$8.964
	Labour Grade 12 (includes Maintenance Electrician)	\$10.017-\$10.676 (\$8.477-\$8.966)	\$10.537-\$11.246
	Labour Grade 14 (includes Gaugemaker)	\$10.676-\$11.430 (\$8.966-\$9.560)	\$11.246-\$12.050
	Effective	Aug. 22/82	Jan. 1/83
	Increases	20¢	5¢
	Labour Grade 2 (includes Handler- Sweeper)	\$9.055-\$9.164	\$9.105-\$9.214
	Labour Grade 12 (includes Maintenance Electrician)	\$10.737-\$11.446	\$10.787-\$11.496
	Labour Grade 14 (includes Gaugemaker)	\$11.446-\$12.250	\$11.496-\$12.300

*Includes 33¢ COLA fold-in in each year.

Previous rates reflect a 46¢ COLA fold-in.

	Probationary period is 60 worked days. Maximum rates for Labour Grade 2 are reached after one 3-month increase, for Maintenance Electrician and Gaugemaker, after two 3-month increases.
Cost of Living Allowance:	Effective in the second contract year, 1¢ per 0.40 point rise in the Consumer Price Index - 1971=100. Capped at 43¢. To be adjusted and folded-in quarterly. (Same formula except previously capped at 23¢ in each of the second and third contract years).
Shift Premium:	0-35¢-35¢(0-20¢-20¢).
Paid Vacation:	Effective April 23, 1982, 5 weeks after 23 (25) years' service.
Bereavement Leave:	Brother-in-law and sister-in-law are added to the provision for 1 day's paid leave to attend the funeral.
Crown Witness Leave:	Employer pays difference between regular salary and fees received.
Health and Welfare:	<u>Life Insurance</u> - Employer pays premium costs for \$6,000 coverage (unchanged) and employee may purchase additional coverage to a maximum of \$15,000 (\$12,000) coverage. Effective April 23, 1982, \$20,000 coverage. <u>Life Insurance for Retirees</u> - \$3,500 (\$2,500) coverage. Effective April 23, 1982, \$5,000 coverage. <u>A.D. & D.</u> - \$11,000 (\$10,000) coverage. <u>Supplementary Medical Plan</u> - Maximum claim for eye glasses increases to \$50 (\$40) every 24-month period per employee and eligible dependents. Effective April 23, 1982, \$60. Hearing Aids - \$300 (\$200) maximum lifetime benefit per employee and eligible dependents. <u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective April 23, 1982, the 1982 ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$13 (\$11) per month per year of service. Effective April 23, 1982, \$14. <u>Bridge Benefit</u> - \$9.50 (\$8) per month per year of service. Effective April 23, 1982, \$10. <u>Death Benefit Prior to Retirement</u> - Surviving spouse of deceased employee who has attained the age of 60 or completed 15 years of pensionable service receives a death benefit of 60% of the participant's adjusted pension at the time of death. (Previously, age 50 and 15 years' pensionable service or age 60 and no service requirement, with spouse receiving 55% of adjusted pension at the time of death.)
Safety Shoe Allowance:	Employer pays a maximum of \$35 (\$25) towards the cost of 1 pair per year.

ELECTRICAL PRODUCTS

Sparton of Canada Limited at London - Local 27, Auto Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 15, 1982 to January 14, 1984, with wages retroactive to June 30, 1981, covering 69 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

*131 employees are currently on lay-off status.

Wages:	Effective	June 30/81	Jan. 15/83
	Increases	13% for Categories 1 and 2; 12.5% for Category 3; 11.7% for Category 4; 11.3% for Category 5 and 11.1% for Category 6	10.4% for Category 1; 10.5% for Categories 2 and 3; 9.7% for Category 4; 9.4% for Category 5 and 9% for Category 6
	Job Classification 1 (includes Assembler 1)	\$5.84 (\$5.17)	\$6.45
	Job Classification 6 (includes Maintenance Skilled)	\$7.43 (\$6.69)	\$8.10
Christmas Shutdown:	1 day is added for a total of 8 days.		
Paid Vacation:	4 weeks after 16 (18) years' service. Effective in 1983, 4 weeks after 15 years.		
Health and Welfare:	<u>Weekly Indemnity (new)</u> - Effective in the 19th month of the agreement, benefit is 66 2/3 % of the UIC allowable payments, payable on a 1-1-8 basis up to a maximum of 16 weeks.		
Safety Shoe Allowance:	Employer pays up to a maximum of \$30 (\$5) per employee per year.		

J.E. Thomas Specialties Ltd. at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1981 to September 30, 1983, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 1/81	Oct. 1/82
	Increases	70¢ on the average	40¢ on after probation rates only
	Additional Adjustments	Restructuring of wage schedule	

	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
Inequity Adjustment		18¢ on Tool and Die Maker maximum rate
Class A (General Assembly)	\$6.47 (\$5.32)	\$6.87
Tool and Die Maker	\$9.75-\$10.85 (\$8.67-\$9.12)	\$10.33-\$11.43
Probationary period is 12-weeks worked. Maximum rate for Tool and Die Maker is reached after 5 years (6 months).		
Cost of Living Provision:	Suspended, as previously.	
Pension Plan:	Basic Benefit - Effective October 1, 1982, \$8.25 (\$7.25) per month per year of service.	

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto - Local 67, Energy and Chemical Workers* (CLC) (525 employees): A 20-month first agreement effective from August 1, 1981 to March 31, 1983, settled with mediation assistance. Duration of negotiations - 8 months.

*Previously represented by Connaught Laboratories Employees' Association.

Pages:	Effective	<u>Aug. 1/81</u>	<u>Aug. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	93¢ per hour	4.5%	4.5%
	<u>Weekly Rates</u>			
	Lab. Technician 1	\$255-\$270 (\$220-\$235)	\$266-\$282	\$278-\$295
	Tech. Specialist	\$432-\$462 (\$397-\$427)	\$451-483	\$471-\$505
Hours of Work:	37 1/2 per week (unchanged).			
Shift Premium:	0-32¢-35¢ (0-30¢-30¢). Effective August 1, 1982, 0-35¢-40¢.			
Paid Holidays:	9 statutory days plus 3 floating days (unchanged).			
Pay for Work on Holidays:	Double time (time and one-half) for Christmas Day or New Year's Day.			
Paid Vacation:	Effective January 1, 1982, 4 weeks after 11 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 4 years, 5 weeks after 20 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged). Effective September 1, 1982, 5 weeks after 19 years.			
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1982, \$8,000 (\$5,000) coverage.			

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,300 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	12%	1% non-compounded
	Teacher Level 1 (D) 0-6 years	\$12,233-\$18,379 (\$10,922-\$16,410)	\$12,342-\$18,543
	Teacher Level 4(A1) 0-11 years	\$17,465-\$29,214 (\$15,594-\$26,084)	\$17,621-\$29,475
	Teacher Level 7(A4) 0-11 years	\$20,959-\$37,315 (\$18,713-\$33,317)	\$21,146-\$37,648
	Vice-Principal 0-2 years	\$37,520-\$38,640 (\$33,500-\$34,500)	\$37,855-\$38,985
	<u>Principals</u>		
	Category A Less than 17 teachers; 0-5 years	\$39,480-\$43,008 (\$35,250-\$38,400)	\$39,833-\$43,932
	Category B 17 or more teachers; 0-2 years	\$43,008-\$44,408 (\$38,400-\$39,650)	\$43,392-\$44,805
Responsibility Allowances:	Adjustment Counsellor - \$2,750 (\$2,500). Consultant - \$2,750 (\$2,500). Special Area Teaching (i.e. students with disabilities including language, physical, mental) - \$650 (\$600).		
Health and Welfare:	<u>Vision Care</u> - \$60 (\$40) every 2 years.		

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 203, employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	10 3/4%
	<u>Bi-weekly Salaries</u>	
	Level 1 (Mail Clerk)	\$412-\$488 (\$372-\$441)
	Level 9 (Architectural Technologist)	\$805-\$1,062 (\$727-\$959)

Probationary period is 5 months. Maximum rates for Level 1 are reached after 3 annual increases and for Level 9, after 5 annual increases.

Health Welfare: Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 351 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/82</u>
	Increases	\$1,872 per annum for full-time employees; 60¢ per hour for part-time
	Additional Adjustment	\$100 per annum for maintenance employees
	Part-time Cleaner	\$6.21 (\$5.61)
	Bus Driver	\$8.18 (\$7.28)

Annual Rates

Labourer	\$17,769-\$18,259 (\$15,897-\$16,387)
Caretaker	\$18,564-\$19,068 (\$16,692-\$17,196)
Journeyman Electrician	\$20,758-\$21,292 (\$18,786-\$19,320)

Probationary period is 6 months. Maximum rates for Labourer, Caretaker and Journeyman Electrician are reached after one 3-month and one 9-month increase.

Shift Premium: 0-25¢-30¢ (0-22¢-27¢) for full-time employees. 25¢ (22¢) per hour worked for part-time employees.

Additional
Certificates
Allowance: \$170 (\$150) per year.

Air Conditioning Allowance: \$195 (\$175) per year for Head Caretaker.

Caretakers Lead
and and Lead
and Allowance: 25¢ (22¢) per hour.

Relief Caretakers \$620 (\$520) per year.
Allowance:

Responsibility Elementary Schools - \$402 - \$899 (\$302 - \$799) per year.
Allowances: Secondary Schools - \$1,031 - \$1,474 (\$931 - \$1,374) per year.

Special Allowances: Lead Hand Supervising - 28¢ (25¢) per hour for 2 or 3 men for full shift; 33¢ (30¢) per hour for 4 or more men for full shift.

Painting - 22¢ per hour while spray painting (new).

Stationary Engineer Fourth Class \$240 (\$220) per year
Allowance: Third Class \$345 (\$325) per year

Paid Vacation: Bus driver receives pay for professional development days from vacation entitlement (new).

Health and Dental Plan - Payments are based on the 1981 (1980) Ontario
Welfare: Dental Association fee schedule.

Peel Board of Education - Local 2544, Canadian Union of Public Employees* (CLC) -
A 24-month first agreement effective from July 1, 1981 to June 30, 1983, covering 444 employees, settled with mediation assistance. Duration of negotiations - 8 months.

*Previously, the Custodian and Maintenance Employees' Association (Ind.)

Wages:	Effective	July 1/81	July 1/82
Increases		19%-28.6% for Matron, Printer, Bindery Man and Cafeteria Worker; 13% for all others	12.3%-15.1% for Leadhands; 12% for all others

Annual Rates
(Full-time)

Matron	\$12,106-\$13,936 (\$10,080-\$11,716)	\$13,562-\$15,600
Assistant Custodian	\$15,873-\$17,313 (\$14,047-\$15,321)	\$17,778-\$19,391
Electrician	\$26,235 (\$23,217)	\$29,383

Probationary period is 6 months. Maximum rates are reached after 1 year.

Shift Premium (Caretaking Dept.) (new): Effective July 1, 1982, 0-25¢-25¢.

Overtime Pay: Double time for all work performed after 4:30 p.m. on the day before Christmas and the day before New Year's Day (new).

Pay on Appointment to a Higher or Lower Category:	Employee receives the maximum salary of the higher category immediately upon his appointment subject to a probationary period of 60 days, or, when demoted, the maximum of his new category. (Unchanged for Caretaking Department. Previously, \$280 increase on annual salary, or minimum of higher category, whichever was greater, and maximum after 1 year, for Maintenance, Purchasing and Cafeteria Departments, or, if demoted \$280 decrease or maximum of new category, whichever was lesser for all Departments).
Acting Head Custodian Pay:	Custodian receives the higher rate commencing with the first day, if he assumes duties of a higher category for more than 10 working days. (Previously, \$500 per year greater than his present earnings commencing with the tenth day if he assumes duties for more than 10 working days).
Paid Vacation:	3 weeks after 1 (2) years' service and 1 1/4 day's per month for less than 1 year of service (previously 1 day per month to a maximum of 10 days).
Paid Education Leave:	Tradesman receives regular pay for time spent during normal working hours at compulsory courses required for the maintenance of present licences, plus compensation for tuition and material in all cases (new).
Floor Cleaning Allowance:	\$42 (\$37.50) per year per classroom.
Special Heating Season Allowance:	Effective July 1, 1982, Head Custodian or Building Supervisor attending the heating unit, receives \$200 (\$100) lump sum payment for statutory holidays occurring during the heating season.
Split Shift Fileage Allowance Head Custodian:	\$50 (\$25) per month to a maximum of \$500 (\$250) per year.
Uniform and/or Safety Apparel Allowance:	\$116 (\$84) per year plus sales tax for employee in Caretaking, Printing and Stores Departments, and Clerk Dispatcher, \$130 (\$94.50) for Tradesman for uniform replacement and/or purchase of safety apparel after 1 year's service. \$58 (\$42) per year for Matron and \$65 (\$47.25) for Cafeteria Worker.

Local Board of Education - Local 1628, Canadian Union of Public Employees (CLC) (500 office and clerical employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, settled with mediation assistance. Duration of negotiations - 9 months.

Stages:	Effective	July 1/81	July 1/82
	General Increases	13%	13%
	<u>Annual Rates</u>		
	Level 1 (including Mail File Clerk)	\$10,199-\$11,516 (\$9,026-\$10,191)	\$11,423-\$12,898
	Level 7 (including Senior Secretary)	\$15,979-\$18,149 (\$14,141-\$16,061)	\$17,896-\$20,327

Maximum rates in each level are reached after 30 months.

Sick Leave: Maximum accumulation will not exceed the maximum which would be accumulated in 13 (12) years. An employee, absent due to injury, covered by Workmen's Compensation will suffer no loss in take home pay while receiving W.C.B. benefits (new).

Health and Welfare: Life Insurance - Effective April 1, 1982, employer pays 100% (66 2/3%) of premium costs.

OHIP - Effective April 1, 1982, employer pays 100% (75%) of premium costs.

Extended Health Benefits - Effective April 1, 1982, employer pays 100% (50%) of premium costs.

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A
24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 345 employees, settled at the fact finder stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
	Increases	3.4%-15.8% approx.	\$500
	Teacher Level 1 0-6 (5) years	\$13,000-\$17,200 (\$12,401-\$15,602)	\$13,500-\$17,700
	Teacher Level 4 0-12 years	\$16,400-\$28,200 (\$15,039-\$25,112)	\$16,900-\$28,700
	Teacher Level 7 0-12 years	\$19,200-\$35,500 (\$17,756-\$30,644)	\$19,700-\$36,000

Effective	Sept. 1/82
Increase	12%
Teacher Level 1 0-6 years	\$15,120-\$19,824
Teacher Level 4 0-12 years	\$18,928-\$32,144
Teacher Level 7 0-12 years	\$22,064-\$40,320

Previous rates reflect a \$1,000 COLA fold-in.

Cost of Living Provision: Deleted.

Responsibility Allowances: Principal, Elementary - 0-299 pupils - \$5,800 (\$5,200)
- 300 pupils and up - \$6,800 (\$6,200).
Vice-Principal, Elementary - \$2,650 (\$2,200)
Teacher in Charge - \$600 (\$400)
Consultant - \$2,300 (\$1,800) with annual increments of \$500 up to a maximum of \$3,300 (\$2,800)

Assistant Consultant, Religious Education only - \$1,600 (\$1,200).
Major Head of Department - \$2,300 (\$2,000)
Acting Head of Department - \$1,200 (\$1,000)
Minor Head of Department - \$700 (\$600)

'4 over 5 Years" Leave Plan (new): Employee may elect to be paid at 80% of salary over 5 years in order to have the option of taking 1 year's leave of absence.

Health and Welfare: Life Insurance and A.D. & D. - Employer pays 75% of premium costs (unchanged) for three times salary in the case of death.
 (Previously, for twice salary in the case of normal death and three times salary in the case of accidental death and dismemberment).

Extended Health Care - Deductible is 35¢ for prescription drugs (new) and \$10 single/\$20 family for all other services (unchanged) except no deductibles for semi-private and private hospital room (new).

Vision Care (new) - Employer pays 50% of premium costs.
Deductibles are \$10/\$20.

Dental Plan - Riders #2, 3 and 4 are added, payable on a 50%/50% co-insurance basis.

Renfrew County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 288 employees, settled with mediation assistance. Duration of negotiations - 8 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
General Increases		10%	2% non-compounded
Teacher Category D 0-6 years		\$12,731-\$17,238 (\$11,574-\$15,671)	\$12,963-\$17,552
Teacher Category A1 0-11 years		\$15,206-\$28,894 (\$13,824-\$26,267)	\$15,483-\$29,419
Teacher Category A4 0-12 years		\$19,769-\$35,735 (\$17,972-\$32,486)	\$20,129-\$36,384

Responsibility Allowances: Principal and Vice Principal - allowances increase by 17%.
Co-ordinator and Diagnostician - \$3,000 (\$2,785)
Environmental Studies Consultant and Speech Consultant - \$3,000 (\$1,393)

'4 over 5 Years" Leave Plan (new): Employees may elect to be paid at 80% of salary over 5 years in order to have the option of taking 1 year's leave of absence.

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Associations des Enseignants Franco-Ontariens (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the post mediation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	Average Increases	10.8%	10.8%
	Teacher Class 1-D 0-6 years	\$13,600-\$18,050 (\$12,525-\$16,175)	\$14,750-\$20,125
	Teacher Class IV-A1 0-12 years	\$16,750-\$28,325 (\$15,425-\$25,350)	\$18,200-\$31,625
	Teachers Class VII-A4 0-12 years	\$20,025-\$33,975 (\$18,425-\$29,350)	\$21,775-\$39,300

Health and Welfare: Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	11.2%	11% approx.
	Additional Adjustment	Academic year Clerical/Secretarial staff now included in bargaining unit	
	Level 1 (includes Junior Clerk)	\$8,090-\$11,738 (\$7,274-\$10,556)	\$8,985-\$13,035
	Level 11 (includes Accountant)	\$18,617-\$26,909 (\$16,741-\$24,199)	\$20,672-\$29,882

Probationary period is 6 months. Maximum rates are reached with 6-month increases, if merited.

Hourly Rates for Academic Clerical/Secretarial Staff - Based on the yearly rates for full-time non-academic staff divided by the hours of work using 1,820 hours per year.

Lump Sum Payment: \$325 on or before July 1, 1982 and July 1, 1983, for each employee continuously employed during the period January 1, 1982 to July 1, 1982 and/or January 1, 1983 to July 1, 1983. Pro-rated on a calendar year basis for those not continuously employed during these periods and for those who terminated their employment after January 21, 1982 and/or January 1, 1983 and before July 1, 1982 or 1983. Also pro-rated for academic clerical/secretarial staff based upon hours worked per year.

Paid Vacation: 6 weeks after 25 years' service for non-academic staff. (Previously, 6 weeks after 25 years for that year only, then revert back to 5 weeks, and 6 weeks after 30 years).

4% of wages for less than 4 years' service for academic clerical/secretarial staff, 6% after 4 years and 8% after 12 years. Effective in 1983, 8% after 11 years, and 10% after 20 years.

Sick Leave	2 days cumulative per month up to a maximum accumulation of 75 days.
Academic	
Clerical/	
Secretarial:	
Paternity	1 day's paid leave in order to be with spouse at the time of birth or arrival in the home of a newborn or adopted child.
and Adoption	
leave (new):	
Health and	Life Insurance and A.D. & D. - Employee may select either \$2,000 (unchanged) or \$25,000 (\$15,000) coverage.
Welfare:	
	Dental Plan - Effective September 1, 1982, employer pays 75% (66 2/3%) of premium costs.
	Employer contributions pro-rated for academic clerical/secretarial staff.

York Region Board of Education - Local 1734, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Stages:	Effective	<u>Jan. 1/82</u>	<u>Oct. 1/82</u>
	Increases	10%	5%; 8% for some lower classifications, non-compounded
	Clerical	\$10,083-\$12,451	\$10,816-\$13,357
	Level 1	(\$9,166-\$11,319)	
	Buyer	\$15,968-\$22,911	\$16,694-\$23,952
		(\$14,516-\$20,828)	

Probationary period is 90 working days. Maximum rates are reached with annual increments.

Sick Leave: On retirement, employee receives 50% of his accumulated sick leave credit, up to a maximum of 130 (120) days' earnings at his regular rate immediately prior to retirement.

Health and Welfare: OHIP - Employer pays 100% (75%) of premium costs.

HEALTH AND WELFARE SERVICES

Sycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital, Inc., and Wellesley Hospital at Toronto - Locals 204 and 777, Service Employees International (AFL-CIO/CLC) (office and clerical employees): Five 24-month renewal agreements effective from October 1, 1981 to September 30, 1983, covering 943 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
	General Increases	13%	12.5%
	<u>Sunnybrook Hospital</u>		
	Grade I (includes Clerk Receptionist)	\$6.40-\$7.15 (\$5.66-\$6.33)	\$7.20-\$8.04
	Grade VI (includes Health Records Technician)	\$7.50-\$8.29 (\$6.64-\$7.34)	\$8.44-\$9.33
	Probationary period is 45 days worked within 12 calendar months (3 calendar months). Maximum rates are reached after 3 years.		
Shift Premium:	Effective December 14, 1981, 0-\$2.10-\$2.10 (0-\$1.95-\$1.95) per shift. Effective October 1, 1982, 0-\$2.25-\$2.25.		
Call-back Pay:	Minimum 3 hours' work or 3 hours at time and one-half (unchanged). Employee receives a second call-back premium if a second call takes place after 3 hours have elapsed from the time of the first call, providing call-back does not overlap and extend into the hours of employee's regular shift (new).		
Stand-by Pay:	\$1.25 per hour for all hours on stand-by. (Previously, \$1 for some hospitals. New for others.) If called in, standby allowance will remain payable (new).		
Reporting Pay:	Minimum of 4 hours' work or 4 hours' pay. (New for some. Unchanged for others.)		
Temporary Transfers:	An employee assigned to a higher classification within the bargaining unit for a period in excess of one-half shift (one or more shifts) receives the rate of pay immediately above his current rate in the higher classification from the commencement of the shift on which he was assigned the job.		
	\$3 (\$2.50) for each shift if an employee performs the duties of a classification outside the bargaining unit for a period in excess of one-half shift (one or more shifts) from time of assignment.		
Paid Vacation:	Effective in the 1982 vacation year, 3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years.		
Bereavement Leave:	Daughter-in-law and son-in-law are added to the provision for 1 day's paid leave to attend the funeral (new).		
Maternity Leave:	Qualification period is 10 (12) months' continuous service.		
Subpoenaed Witness Leave for a Hospital-related Case (new):	Employer pays the difference between fees received and regular salary when subpoenaed to attend a court of law or coroner's inquest.		
Health and Welfare:	<u>Life Insurance</u> - Employer contributes 100% (unchanged) of the premium costs for the first \$3,000 (\$2,000) coverage, and 90% (85%) for additional coverage up to a maximum of twice annual salary.		

Semi-Private Hospitalization (new): Employer contributes 50% of the premium costs.

Long Term Disability - To be introduced at Sunnybrook and Baycrest Hospitals effective the month following the fulfillment of the carrier requirements. Replaces existing Sick Leave Plan. Employer pays 50% of premium costs. Benefit is 60% of regular salary to age 65.

Dental Plan - Change to Blue Cross Plan #9 (7). Payments are based on the current (1980) Ontario Dental Association fee schedule.

Paid Education Leave (new): Employer pays the cost of courses required for employment qualifications and will grant paid leave to write examinations for such courses.

Meal Allowance: \$4 (\$3) after 3 hour's overtime worked. The employee will be given a paid meal period (new).

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres
- Professional Association of Internes and Residents of Ontario (PAIRO) (Ind.) (2,500 employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/82</u>
	General Increase	13.7%
	<u>Annual Rates</u>	
	Interne	\$23,309 (\$20,500)
	Resident 1	\$25,980 (\$22,850)
	Resident 5	\$34,100 (\$30,000)

NOTE: Additional details not available at time of printing.

Victoria Hospital Corporation at London and 15 other area hospitals - Local 220, Service Employees International (AFL-CIO/CLC) (3,290 full-time employees): Nineteen* 12-month renewal agreements effective from January 18, 1982 to January 18, 1983, settled by arbitration January 18, 1982. An interim award of October 6, 1981 granted the first three wage increases shown below, with wages retroactive to April 1, 1981. Duration of negotiations - 13 months.

*3 agreements at Parkwood Hospital including McCormick Home and Veterans Care Centre, 2 at Victoria Hospital, plus 1 each for the remaining 14 hospitals.

Wages:	Effective	<u>Apr. 1/81</u>	<u>June 1/81</u>	<u>Oct. 1/81</u>
General Increases		25¢	15¢	50¢
Adjustments (RNA's and Orderlies)		21¢		
<u>Victoria Hospital**</u>				
Housekeeping Aide		\$6.57-\$6.67 (\$6.32-\$6.42)	\$6.72-\$6.82	\$7.22-\$7.32
R.N.A./ Orderly		\$7.54-\$7.67 (\$7.08-\$7.21)	\$7.69-\$7.82	\$8.19-\$8.32
Electrician		\$9.90 (\$9.65)	\$10.05	\$10.55
Effective		<u>Apr. 1/82</u>	<u>June 1/82</u>	<u>Oct. 1/82</u>
General Increases		15¢	35¢	25¢
Housekeeping Aide		\$7.37-\$7.47	\$7.72-\$7.82	\$7.97-\$8.07
R.N.A./ Orderly		\$8.34-\$8.47	\$8.69-\$8.82	\$8.94-\$9.07
Electrician		\$10.70	\$11.05	\$11.30

**Rates for Aide/Maid, R.N.A./Orderly and Porter/Cleaner are uniform for all hospitals. Rates for other classifications may vary.

Standardization and Superior Benefits - Application of the various provisions in the award vary. Where noted, superior benefits will be retained. In all other cases, the provisions of the award will become the new standard. Except where noted, previous provisions refer to Victoria Hospital at London.

Hours of Work:	37 1/2 per week (unchanged).
Shift Premium:	Effective April 1, 1981, 0-\$2.10-\$2.10 (0-\$1.65-\$1.65). Superior benefits retained.
Supervisory Premium:	Effective April 1, 1981, \$3 per shift where an employee is temporarily assigned in excess of one-half of one shift. (Previously some hospitals paid on a percentage basis. Effective March 31, 1981, these are to be converted to dollars per shift and red circled.)
Standby Pay:	Effective April 1, 1981, \$1.25 (\$1.10) per hour. Superior benefits retained.
Paid Holidays:	11 days (unchanged). Superior benefits retained.

Paid Vacation:	3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years. Also, 2 weeks after 1 year and 5 weeks after 20 years (unchanged). Superior benefits retained.
Bereavement leave:	3 (1) days' paid leave in the event of the death of a parent-in-law and grandchild and 3 days' paid leave (new) for a step-parent and step-child.
Injury and Crown Witness Pay:	Employee to suffer no loss in pay taking into consideration any court fees received (unchanged).
Adoption Leave (new):	Up to 6 months without pay.
Paid Education leave (new):	Employer pays the cost of courses required for employment qualifications and paid leave to write examinations for such courses.
Health and Welfare:	<u>General</u> - Benefits or employer contributions superior to those shown below will be retained. <u>Sick Leave Insurance Plans</u> - All hospitals currently with a sick leave accumulation plan to convert to a short and long term insurance plan. Employer to pay 100% of the cost of the short term and 75% of the cost for the long term plan. Any outstanding sick leave credit to be placed into a bank to be used to "top-up" Workmen's Compensation payments and payout upon retirement. (Some hospitals already had an insurance plan; Victoria had a sick leave accumulation plan.) <u>Life Insurance</u> - Employer pays 90% of premium costs. (Unchanged for most hospitals. Two hospitals have been paying 100% and will continue to do so.) <u>OHIP</u> - Employer pays 100% of premium costs (unchanged). <u>Dental Plan</u> - Effective following the award, existing plans upgraded to Blue Cross Dental Plan #9 or equivalent. Payments are based on the current Ontario Dental Association fee schedules. (Most hospitals had Blue Cross Dental Plan #7.) Superior benefits retained. <u>Continuation of All Applicable Insurance Benefits During Lay-Off, Maternity Leave or Adoption Leave</u> - Employer to continue to pay hospital's share of premium costs for 30 calendar days (new). <u>Retention of Seniority:</u> <u>Notice of Lay-Off:</u> <u>Hamilton-Wentworth Regional Municipality (Macassa Lodge) - Local 167, Canadian Union of Public Employees (CLC):</u> A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 202 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Feb. 1/81	Feb. 1/82
	General Increases	11%	10.5%
	Additional Adjustments	25¢ for Outreach Program workers	
	Maid	\$6.329-\$6.79 (\$5.702-\$6.118)	\$6.994-\$7.504
	Registered Nursing Assistant	\$7.511-\$7.925 (\$6.767-\$7.140)	\$8.300-\$8.758
	Occupational Therapist	\$9.768-\$11.876 (\$8.800-\$10.699)	\$10.794-\$13.123
Paid Vacation:	5 weeks plus 3 days after 25 (26) years' service, 5 weeks plus 4 days after 26 (27) years and 6 weeks after 27 (28) years.		
Health and Welfare:	<u>Short Term and Long Term Disability (new)</u> - Employer pays 100% of premium costs. Short Term benefit is 100% or 70% of pay for 26 weeks and Long Term benefit is 66 2/3% of salary. (Replaces previous Sick Leave Plan.)		
	<u>Dental Plan</u> - Payments are based on the 1982 (1979) Ontario Dental Association fee schedule.		
Part-time Employee:	<u>Payment in Lieu of Fringe Benefits</u> - 6% (4%) of salary.		
Mileage Allowance:	28¢ (26¢) per mile.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Professional and Technical Employees (Ind.) (1,075 translation group employees): A 20-month renewal agreement effective from January 7, 1982 to September 30, 1983, with wages retroactive to September 19, 1981, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 19/81	Sept. 19/82
	General Increases	10%	10%
	<u>Annual Rates</u>		
	TR-1	\$14,120-\$27,220 (\$12,830-\$24,740)	\$15,540-\$29,940
	TR-2	\$25,518-\$33,042 (\$23,198-\$30,038)	\$28,070-\$36,346
	TR-3	\$31,815-\$39,287 (\$28,923-\$35,715)	\$34,997-\$43,216
	TR-4	\$35,121-\$42,105 (\$31,928-\$38,277)	\$38,633-\$46,316

Hours of Work:	37 1/2 per week (unchanged). May be compressed into less than 5 days (new).
Overtime/Shift employees:	On a designated holiday, double time (time and one-half for each hour of normal work and double time for each additional hour if the holiday coincided with a day of rest).
Meal Allowance:	\$4.50 (\$3.50) for 3 hours or more of overtime.
Shift Premium:	0-40¢-45¢ (0-30¢-40¢).
Weekend Premium:	45¢ (35¢) per hour.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 20 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 8 years (unchanged).
Leave:	In exceptional circumstances, Deputy Head may grant leave with pay over and above present contract provisions.
Maternity Leave:	First 2 weeks, allowance equivalent to 93% of salary; next 15 weeks, difference between Unemployment Insurance Commission benefits and 93% of salary (2 weeks at U.I.C. level).
Health and Welfare:	<u>Sick Leave</u> - 15 days per year, cumulative (unchanged). 4 (3) days per illness or injury without medical certificate.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Effective	Jan. 1/82
Increases	17.55%
<u>Bi-Weekly Rates</u>	
4th Class Constable	\$787.20 (\$669.60)
1st Class Constable	\$1,145.60 (\$974.40)
Staff Sergeant	\$1,320.00 (\$1,123.20)

Grandparents-in-law are added to the provision for 3 days' paid leave.

Extended Health Care - Maximum claim for eyeglasses increases to \$80 (\$60) every 24-month period.

OHIP and Blue Cross Drugs - Employer continues payment of premium costs for future retirees until retired employee reaches the age of 65 years, and for future widows and children of employees who

die while in the service, until employee's widow attains age 65 or remarries (new).

Dental Plan - Payments are based on the 1982 (1979) Ontario Dental Association fee schedule.

Clothing Allowance: \$625 (\$550) per year for full-time plain clothes men, and members employed as part-time plain clothes men for at least 6 months, and \$2.50 (\$2) per work day for each day of employment to all other members as part-time plain clothes men.

Meal Allowance: \$5.50 (\$4) after 3 hours' overtime, and \$5.50 (\$4) for each additional 4 hours worked.

ADDENDUM

July 1981 Settlement

CONSTRUCTION

Pipe Line Contractors Association of Canada - Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 200 Ontario employees, settled at the bargaining stage in July, 1981. Duration of negotiations - 8 months.

Wages:	Effective	May 1/81	May 1/82
	<u>Distribution and Gathering Systems</u>		
	Increases	17.7%	12.2%
	Welder-Journeyman	\$16.05 (\$13.64)	\$18.00
	<u>Mainline Pipeline</u>		
	Increases	27.5%	12.5%
	Welder-Journeyman	\$18.00 (\$14.11)	\$20.25

Overtime Pay: Double time after 10 hours per shift and for all hours worked on Sunday, for work on Mainline Pipelines. (Previously, time and one-half after 8 hours per shift and 40 hours per week, and for work on Sunday.)

Effective January 1, 1982, time and one-half after 8 (9) hours per shift, 40 (45) hours per week and for all hours worked on Saturday (new) on Distribution and Gathering Systems.

Job Steward Premium: 50¢ per hour for work on Mainline Pipelines (new).

Northern Work Premium: \$1.00 (75¢) per hour for employees working on Distribution and Gathering Systems and 75¢ (unchanged) per hour for work on Mainline Pipelines, north of 60° latitude.

Welder Helper Premium:	\$1.00 per hour when grinding or buffing with power tools in the pipe gang for the major part of the day, for work on Mainline Pipelines (new).
Welding Passes Premium:	60¢ (50¢) per hour for journeymen working on all machines running stringer bead, stringer bead and/or hot pass, or all weld passes.
Reporting Pay:	Maximum 10 hours' pay for Welder Helper who performs more than 4 hours' work on Mainline Pipelines and is then prevented from completing a day's work for any reason, when working on jobs set up on more than 8 hours per day (new).
Paid Holidays:	The first Monday in August is added for a total of 10 days, for work on Mainline Pipelines.
Health and Welfare Fund:	Employer contributes 50¢ (42¢) per hour worked.
Pension Fund:	Employer contributes \$1.00 per hour worked per employee for journeyman working on Mainline Pipelines (unchanged). Effective January 1, 1982, helpers are included (new). Employer contributes \$1.25 (\$1.00) per hour worked per employee for journeymen working on Distribution and Gathering Systems. Effective January 1, 1982, helpers are included (new).
Training Fund:	Employer contributes 15¢ (10¢) per hour worked.
T.E.L.O.I. Fund (new):	Employer contributes 25¢ per hour to the Services to Enhance Lifestyles of Indigents Fund, on all work north of 60° latitude.
Production Incentive Workmanship Bonus:	A lump sum of 1 hour's pay up to 4 hours at the applicable rate for each day that a Journeyman performs quality workmanship acceptable to the owner on major Mainline Pipeline jobs.
Qualifications Test:	8 hours' pay (unchanged) or the number of hours required to take a qualifications test, whichever is greater (new on Mainline Pipelines) to a Journeyman who completes such test successfully. Employer on major Mainline Pipeline jobs may at his option pay a lump sum not to exceed the equivalent of 4 hours, with a minimum of 1 hour at the applicable rate per day for Journeymen required to complete a qualifications test. Similarly, Bead/Hot Pass Welders and Journeymen Stabbers and Spacers also receive a lump sum payment (new).
Lease Allowance:	25¢ per kilometer (mile) for all kilometers in excess of 40 daily each way, for work on Distribution and Gathering Systems.
Subsistence Allowance:	\$60 (\$35) per calendar day for work on Mainline Pipeline jobs. Effective May 1, 1982, \$70. Effective November 1, 1982, \$75. \$50 (\$35) per working day for work on Distribution and Gathering Systems. Effective May 1, 1982, \$60.
Travel Expense Allowance:	20¢ per kilometer (25¢ per mile). Effective May 1, 1982, 25¢ per kilometer. Eligibility for reimbursement of travel expense to the job is 15 (21) working days on the job, or at job completion, whichever occurs first.

October 1981 Settlement

NON-METALLIC MINERAL PRODUCTS

PPG Industries Canada Ltd., Glass Division at Owen Sound - Local 248, Glass and Ceramic Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1981 to September 30, 1984, covering 460 employees, settled at the post conciliation bargaining stage and ratified in October, 1981. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/81	Oct. 1/82	Oct. 1/83
General Increases		\$1.03	\$1	\$1
COLA Fold-in		10¢		
Additional Adjustment		15¢ for Labour Grade 14		
Labour Grade 2 (Auxiliary Utility Man)		\$8.61 (\$7.48)	\$9.61	\$10.61
Labour Grade 14 (Instrument Specialist)		\$9.88 (\$8.60)	\$10.88	\$11.88
Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index - 1971=100, using the average CPI for July-August-September, 1981 compared to the same period in 1982 and 1983 as the basis for calculation. Triggers in each year at the percent increases granted in 1981 and 1982, based on the average base rates in effect prior to the October 1, 1981 increase and the October 1, 1982 increase plus COLA adjustment. (Previously, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggered at 8%.)			
Shift Premium:	0-28¢-33¢ (0-25¢-30¢).			
Paid Holidays:	One day is added for a total of 12 days.			
Vacation Pay:	Effective October 1, 1983, 9% (8%) of gross earnings after 15 years' service.			
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave.			
Health and Welfare:	A.D. & D. - \$15,000 (\$10,000) coverage.			
	Long Term Disability (new) - Effective October 1, 1982 for employees with 1 year's service, who become totally disabled after October 1, 1982. Employer pays 100% of premium costs. Benefit is \$500 per month, starting with the 27th week of disability, reduced by and totally integrated with Canada Pension Plan benefits.			
Meal Allowance:	\$3.50 (\$3) after 2 hours' overtime worked.			

fety Shoe
lowance:

Effective April 1, 1982, \$45 (\$40). Effective April 1, 1983,
\$50.

November 1981 Settlement

INSTRUCTION

pe Line Contractors Association of Canada - Labourers (AFL-CIO/CLC): A 24-month
renewal agreement effective from May 1, 1981 to April 30, 1983,
covering 1,500 Ontario employees, settled at the bargaining
stage in November, 1981. Duration of negotiations - 8 months.

ges: Effective May 1/81 May 1/82

Mainline Pipeline

General Increases	\$2.60	\$2.05
Rodman	\$12.80 (\$10.20)	\$14.85
Specialized Laborer	\$14.05 (\$11.45)	\$16.10

Distribution and Gathering Systems

Effective	<u>May 1/81</u>	<u>Oct. 1/81</u>	<u>May 1/82</u>	<u>Nov. 1/82</u>
General Increases	68¢	50¢	69¢	84¢
Rodman	\$9.89 (\$9.21)	\$10.39	\$11.08	\$11.92
Specialized Laborer	\$11.04 (\$10.36)	\$11.54	\$12.23	\$13.07

vertime Pay: Double time after 10 hours per shift and on Sunday, for work on
Mainline Pipelines. (Previously, time and one-half after 8 hours
per shift and on Sunday.)

Time and one-half after 8 hours per shift and 40 hours per week
from January 1 to March 31 (new) and after 9 hours per shift and
45 hours per week from April 1 to December 31 (unchanged) for
work on Distribution and Gathering Systems.

11-Back Pay: 4 hours' pay for work of not more than 4 hours and 8 hours' pay
for work of more than 4 but less than 8 hours or the number of
hours actually worked, if greater than 8, at the applicable rate,
for work on Mainline Pipelines. (Previously, 4 hours' pay or the
number of hours actually worked, whichever was greater at the
applicable rate.)

porting Pay: Effective May 1, 1982, 4 (3) hours' pay when no work is pro-
vided. Maximum 10 hours' pay at applicable rate for employee who
performs more than 4 hours work on Mainline Pipelines and is then
prevented from completing a day's work, when working on jobs set
up on more than 8 hours per day (new).

Waiting Time (new): Effective May 1, 1982, employee working on Mainline Pipelines receives a lump sum payment based on the equivalent of 2 hours' pay for any working day lost during the regularly scheduled work week for which Reporting Time is not paid.

Hot Work Premium (new): \$1.00 per hour for work on Mainline Pipelines.

Paid Holidays: The first Monday in August is added for a total of 10 days, for work on Mainline Pipelines.

Training Fund: Effective May 1, 1981, for Mainline Pipelines and October 1, 1981, for Distribution and Gathering Systems, employer contributes 10¢ (5¢) per hour worked.

Health and Welfare Fund: Employer contributes 35¢ (30¢) per hour worked.

Subsistence Allowance: \$60 (\$35) per day on Mainline Pipeline jobs. Effective May 1, 1982, \$70. Effective November 1, 1982, \$75.
Effective May 1, 1982, \$40 (\$35) per day on Distribution and Gathering Systems jobs. For an employee residing at home who uses his own transportation, 35¢ (25¢) per mile for all miles in excess of 20 miles daily each way up to a maximum amount equivalent to the subsistence allowance.

Travel Expense Allowance: 20¢ per kilometer (25¢ per mile) on Mainline Pipeline jobs. Effective May 1, 1982, 25¢ per kilometer. Eligibility for reimbursement of travel expense to the job is 15 (21) working days on the job or at job completion, whichever occurs first and 21 days (unchanged) if terminated.
1 hour's pay at straight time per day and a minimum of \$100,000 accidental death insurance for employee transported by helicopter to and from work on the jobsite or from the warehouse. (Previously, employer paid for all time travelled at the applicable rate if the trip to the warehouse at the end of the shift exceeded 1/2 hour.)

December 1981 Settlement

CONSTRUCTION

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 375 Ontario employees, settled at the post conciliation bargaining stage in December 1981. Duration of negotiations - 10 months

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	<u>Mainline Pipeline</u>		
	Increases	approx. 25%	approx. 16%
	Intermediate Operator	\$15.70 (\$12.55)	\$18.25

	<u>May 1/81</u>	<u>May 1/82</u>
Principal Operator	\$17.25 (\$13.72)	\$20.00
Specialty Principal Operator (new)		\$20.25

Distribution and Gathering Systems

General Increases	\$1.50	42¢
Intermediate Operator	\$12.80 (\$11.30)	\$13.22
Principal Operator	\$13.85 (\$12.35)	\$14.27

Overtime Pay: Double time for all hours worked on Sunday (unchanged for Distribution and Gathering Systems) and after 10 hours per shift on Mainline Pipelines. (Previously, time and one-half after 8 hours per shift, 40 hours per week, and for work on Sunday on Mainline Pipelines.)

Shift Premium: Effective May 1, 1982, 10% for work on Mainline Pipelines.

Paid Holidays: The first Monday in August is added for a total of 10 days.

Reporting Pay: Effective May 1, 1982, for Apprentice Operators on Mainline Pipeline work and Operating Engineers on Distribution and Gathering Systems, 5 (3) hours' pay when no work is provided, 5 (4) hours' pay for performing work of not more than 4 hours duration. Maximum 10 hours' pay for any employee who performs more than 4 hours work and is then prevented from completing a day's work for any reason, when working on jobs set up on more than 8 hours per day (new).

Training Fund: Employer contributes 3¢ (2¢) per hour. Effective May 1, 1982, 5¢ per hour.

Pension Fund: Effective May 1, 1982, \$1.00 (70¢) per hour worked.

Tools and Coverall Allowance: 12¢ (10¢) per hour worked for Mechanics, Lubrication and Service Unit Operators. Effective May 1, 1982, 15¢.

Subsistence Allowance: \$60 (\$35) per day on Mainline Pipeline jobs. Effective May 1, 1982, \$70. Effective November 1, 1982, \$75. \$50 (\$35) per day for work on Distribution and Gathering Systems. Effective May 1, 1982, \$60.

Employee residing at home using their own transportation receives 25¢ per kilometer for all kilometers in excess of 40 (previously 25¢ per mile for all miles in excess of 20) per day each way to a maximum amount equivalent to the subsistence allowance.

Effective May 1, 1982, employee receives subsistence allowance if required to work 325 kilometers or more away from point of hire on Distribution and Gathering Systems.

Travel Expense
Allowance:

20¢ per kilometer (25¢ per mile). Effective May 1, 1982, 25¢ per kilometer. Eligibility for reimbursement of travel expense to the job is 15 working days (new) on the job, or at job completion, whichever occurs first and 21 days (unchanged) if terminated.

1 hours' pay at straight time per day and a minimum of \$100,000 accidental death insurance for employee transported by helicopter to and from work on the jobsite or from the warehouse. (Previously, employer paid for all time travelled at the applicable rate if the trip to the warehouse at the end of the shift exceeded 1/2 hour.)

Negotiations in Progress during January 1982 covering 200 or More Employees

Employer and Location	Union	No. of Emps.	Neg'n Stage
Co Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260	B
ex Woollens Ltd., Cambridge (Hespeler)	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
as Steels (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers (Ind.) (hourly- rated empls.)	1,840	B
omotive Hardware Ltd., Automatic crew Machine Products Ltd. and ederal Bolt and Nut Corp. Ltd., oronto	Steelworkers (AFL-CIO/CLC)	335	MED/WS
a Engineering (Div. of Bata Industries Ltd.), Batawa, rankford and Trenton	Machinists (AFL-CIO/CLC)	260	B
view Holdings Ltd. and estview Services Ltd., ntercity	Christian Labour Assn. (Ind.)	350	ARB
hany Lodge Nursing Home and 10 thers, Southwestern Ontario	Service Employees Intl. (AFL-CIO/CLC)	620	ARB
t-rite Upholstering Co. Ltd., oronto	Upholsterers (AFL-CIO/CLC)	350	CO
wn Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CLC)	270	PCB
lington Steel Co., (Div. of later Steel Industries Ltd.), amilton	Steelworkers (AFL-CIO/CLC)	720	B
O-TV Ltd., Toronto	Broadcast Employees (NABET) (CLC)	400	B
bury Schweppes Powell Ltd. (Cadbury Div.), Whitby	Teamsters (Ind.)	360	CO
adian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED/WS
teen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	CO
Wirco Inc., Simcoe	Steelworkers (AFL-CIO/CLC)	250	B
a Operations Ltd. (Airline ervices Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	380	MED
leton Roman Catholic eparate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	282	MED
leton Roman Catholic eparate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	630	MED

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Carleton University, Ottawa	CUPE (CLC) (part-time, non-graduate teachers)	600	B
Certified Brakes - Lear Siegler Co. (Certified Automotive Products (Central) Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	710	CO
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (open shop)	630	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525	B
Crothers Ltd., Toronto	Auto Workers (AFL-CIO/CLC)	210	CO
Dempster's Bread - Div. of Cor- porate Foods Ltd., Toronto	Teamsters (Ind.)	275	B
Donglas Inc., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	750	B
Dresser Canada Inc. (Industrial Products Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	475	CO
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	300	CO
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MEI
Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	217	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	500	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls., full-time and part-time)	2,945	ARI
Falconbridge Nickel Mines, Falconbridge	Steelworkers (AFL-CIO/CLC)	540	CO
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/ CLC)	435	CO
Firestone Steel Products of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	430	PCF
Fraser Inc., Thorold	Cdn Paperworkers (CLC) (mill empls.)	550	B

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	WS
Government of Canada (Treasury Board), Ottawa**	Professional Assn. of Foreign Service officers (Ind.) (foreign service group)	950	B
Hamilton Regional Municipality	Cdn. Operating Engineers (CCU)	250	MED
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit and salaries empls.)	945	B
J. Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,180	B
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	B
Keene District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	PFB
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC) (production empls.)	800	B
Lehigh Instruments Ltd., Waterloo	Auto Workers (AFL-CIO/CLC) (production empls.)	680	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240	MED
Levi Strauss Canada, Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	210	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	300	CO
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.) (Units A, B and C)	1,120	ARB
Federal jurisdiction			

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	ARR
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
Modern Building Cleaning (Div. of Dustbane Enterprises), Toronto	CUPE (CLC)	330	B
National Research Council of Canada	Research Council Employees (Ind.) (clerical and regulatory empls.)	320	B
NEI Canada Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	PCB
Niagara South Board of Education	CUPE (CLC)	450	B
Niagara South Board of Education	Employees' Assn. (Ind.)	200	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	MED
North Bay City Corp.	CUPE (CLC)	245	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	B
North York City Corp.	CUPE (CLC) (outside, inside and dental hygienists)	1,230	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Northern Telecom Canada Ltd. (Telephone Distributing House- Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	850	CO
Northern Telecom, Belleville, Bramalea, Kingston and London	Auto Workers (AFL-CIO/CLC) (office, clerical and technical empls.)	1,150	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	MED
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	680	MED
Ontario Housing Corp. and other Housing Authorities, province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (graduate assistants, part-time)	325	B
Ontario Jockey Club (Standardbred div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	285	B
Ontario Jockey Club (Thoroughbred div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	350	B

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Otaco Div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	270	C0
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	C0
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	545	B
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	ARB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	950	MED
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	PMB
Pamour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Divs.), Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	880	C0
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Rheem Canada Inc., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	220	PCB
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	750	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	C0
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	750	C0
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387	C0
Scarborough Borough Corp.	CUPE (CLC)	450	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580	B
Silknit Ltd., Cambridge	United Textile Workers (AFL-CIO/CLC)	200	B

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
oe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
oe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
h and Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	305	B
ury City Corp.	CUPE (CLC)	365	MED
ury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
ury Regional Municipality	CUPE (CLC)	282	CO
ybrook Food Market (Keele) d., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
der Bay City Corp.	CUPE (CLC)	305	CO
der Bay City Police	Police Assn. (Ind.)	215	B
nto City Board of Education	CUPE (CLC)	401	B
nto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	CO
nto City Board of Education	Council of Trade Unions	380	B
nto City Board of Education (Public School Sector)	CUPE (CLC)	212	B
nto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
nto Commercial Film Producers	Theatrical Stage Employees (AFL-CIO/CLC)	415	B
nto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC)	850	CO
nto Hotels Extra Waiters	Hotel Employees (AFL-CIO/CLC)	350	B
ed Parcel Service Canada Ltd., province-wide	Teamsters (Ind.)	400	CO
loria Hospital Corp. and others, southwestern Ontario	Service Employees Intl. (part-time, non-medical empls.)	1,208	ARB

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Emps.	Ne St
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	B
Windsor City Board of Education	CUPE (CLC)	235	C
Windsor City Corporation	Fire Fighters (AFL-CIO/CLC)	274	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	A
York Borough Board of Education	CUPE (CLC)	234	B
<u>More Than One Province</u>			
Abitibi-Price Inc. and subsidiaries, Ont., Que. and Nfld.	Cdn. Paperworkers (CLC) (mill empls.)	5,650	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	600	B
Bell Canada, Que. and Ont.**	Communications Workers (CLC) (craft and service, traffic operators and dining service empls.)	23,205	B
CN/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.) and Railway Clerks (AFL-CIO/CLC)	2,820	B
CN Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,005	B
CN Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
CN Rail, system-wide**	United Transportation Union (AFL- CIO/CLC) (conductors, baggage- men, flagmen, yardmasters, etc.)	7,610	B
CP Rail, system-wide**	Locomotive Engineers (Ind.)	1,910	B
CP Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, yardmen, etc.)	5,435	B
Canada Post, Canada-wide**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,450	B

**Federal jurisdiction

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canada Post, Canada-wide**	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	8,200	B
Canada Post, Canada-wide**	Letter Carriers Union of Canada (CLC) (unit 2, letter carriers and mail service couriers)	21,000	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,200	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,850	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,200	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,450	B
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (clerical and regulatory group)	47,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,400	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Ple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	500	CO
Northern Telecom, Belleville, Bramalea, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (AFL-CIO/CLC) (hourly-rated empls.)	2,400	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL-CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B

Federal jurisdiction

Negotiations in Progress during January 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	B
Joseph E. Seagram & Sons Ltd. and subsidiaries, Ont., Que., N.B., and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	700	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in February 1982

Employer and Location	Union	No. of Empls.
Associated Fur Industries of Toronto, Inc.	Food and Commercial Workers (AFL-CIO/CLC)	350
As Stels (Div. of Rio Algom Ltd.), Blind	Cdn. Steelworkers (Ind.) (hourly- rated empls.)	1,840
Bury Schweppes Powell Ltd. (Cadbury Div.), Whitby	Teamsters (Ind.)	360
Carco Inc., Simcoe	Steelworkers (AFL-CIO/CLC)	250
Chemicals Ltd., Toronto	Auto Workers (AFL-CIO/CLC)	210
Chrysler Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	230
Domtar Inc. (Domtar Construction Materials/Gypsum Products), Calendonia	Steelworkers (AFL-CIO/CLC)	222
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220
Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC) (production empls.)	800
Orn Building Cleaning (Div. of Orn Enterprise Enterprises), Toronto	CUPE (CLC)	330
Canada Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225
Northern Telecom, Bramalea and York Borough	Auto Workers (AFL-CIO/CLC)	1,100
Northern Telecom, Intercity	Auto Workers (AFL-CIO/CLC) (hourly-rated empls.)	1,895
Northern Telecom, Intercity	Auto Workers (AFL-CIO/CLC) (salaried empls.)	1,150
Ontario Commercial Film Producers	Theatrical Stage Employees (AFL-CIO/CLC)	415
United Parcel Service Canada Ltd., Province-wide	Teamsters (Ind.)	400

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Labour Travail
Canada Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
FEBRUARY 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

March 29, 1982

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Highlights

Printing Crafts Settlements. Two sets of joint negotiations between the Council of Printing Industries of Canada (CPI) and the Graphic Arts International Union (GAIU) produced two similar industry-wide settlements affecting about 2,800 craftsmen. Both settlements were concluded with mediation assistance in February and replaced previous master agreements that expired on December 31, 1981. The negotiations involved a total of 2,200 lithographers and photoengravers, members of GAIU locals in Montreal, Toronto and three other Ontario centres, and 540 bookbinders represented by local 288 in Toronto. The use of coordinated bargaining by the locals was maintained and resulted in the submission of two sets of common bargaining goals in the framework of two-year contracts. Among the specific items sought by the union were a wage increase of 20 per cent per year, a wage protection clause, improvements in overtime rates, night shift differentials, paid vacations and holidays, as well as upgrading of health/welfare coverage and retirement benefits. Other matters of particular concern to the union negotiators included the impact of new technology on the trade, manning, job protection and retraining, inequities, seniority, severance arrangements, personal leaves, sanitation and safety.

The inter-provincial agreement for lithographers and photoengravers was settled first and paved the way for the concurrent bookbinder negotiations. The pact, otherwise known as the Eastern Canada Master Agreement, applied to 55 printing companies which authorized the CPI to bargain on their behalf. The new contract covered a two-year period and included a general wage increase of 13 per cent effective January 1, 1982, a further 12 per cent on the same day in 1983 and an upward revision of apprentice wage scales. In addition, the employees gained shorter service requirements for five weeks of paid vacations, revised manning provisions and a higher safety footwear allowance. The employers also agreed to increase their contributions to the Graphic Arts Benefit Plan, the Ontario and Quebec medicare plans, the Supplemental Unemployment Benefit Plan (SUB) and the Graphic Arts Pension Plan of Canada.

The economic terms of the bookbinder agreement, signed by 23 Toronto-based companies, closely paralleled those approved by the Litho/Photo group. Along with the general wage increase of 25 per cent over two years, it called for a 75-cent raise in the hourly student rate, a 15-cent increase in the night shift premium, and a 2 per cent increase in the Journeyman II Assistant scale. Other negotiated improvements, designed to bring bookbinders' benefit levels more in line with fringe benefits provided for other printing craftsmen, included enhanced health care, early retirement and SUB plans, as well as a new employer contribution to a safety and health program at the Canadian Graphic Arts Institute.

Meanwhile, the CPI entered another set of joint negotiations for renewal of an industry-wide Commercial Master Agreement due to expire on April 30, 1982. The agreement covers 540 composing room employees represented by Local 91 of the International Typographical Union at printing and typesetting companies in the Toronto area.

The union, increasingly concerned about the high cost of living and growing unemployment among its members, included in its preliminary demands a one-year agreement with a \$4.50 increase on the current journeyman rate of \$12.91 per hour. The increase, coupled with a proposed reduction in the work week from the present 35 hours to a four day week of 32 hours, would produce a raise in gross weekly pay of slightly more than 23 per cent, according to the union's estimates. Other improvements sought by the employees related to vacation policies, welfare benefits (especially a better dental and long term disability coverage) various job security measures, better pensions, and new contract language on technology, training, and health and safety (notably in the area of video display terminals). The union's proposals were flatly rejected by the CPI in the course of the ensuing direct negotiations and conciliation meetings. In view of the bargaining impasse, a "No board" report was issued in mid-April putting the typographers in a legal strike position by May 2. In the interim, mediated sessions were to commence on April 21 in an effort to reach an agreement.

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Bell Canada, Quebec and Ontario	Cdn. Telephone Employees (Ind.) (communications sales empls.)	63
Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto	Christian Labour Assn. (Ind.)	74
Bethany Lodge Nursing Home and 10 others, southwestern Ontario	Service Employees Intl. (AFL-CIO/CLC)	75
Burlington Steel, Div. of Slater Steel Industries Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC) (plant empls.)	54
Canada Post Corp.	Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery service)	64
Canada Post Corp.	Postmasters & Assistants (Ind.)	65
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	50
Cara Operations Ltd., Mississauga	Hotel Employees (AFL-CIO/CLC)	78
Chatham Public General Hospital	Service Employees Intl. (AFL-CIO/CLC)	88
Computing Devices Co., a div. of Control Data Canada, Ltd., Nepean	Salaried Employees Alliance (Ind.)	90
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	52
Council of Printing Industries of Canada, Toronto and area	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	53
Domglas Inc., Brampton	Glass and Ceramic Workers (AFL-CIO/CLC)	61
Dresser Canada, Inc., Industrial Products Div., Cambridge	United Steelworkers (AFL-CIO/CLC)	58
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	69

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Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	59
Government of Canada (Treasury Board)	Professional Institute (Ind.) (commerce group)	79
Government of Canada (Treasury Board)	Public Service Alliance (PSAC) (CLC) (clerical and regulatory empls.)	79
Government of Canada (Treasury Board)	PSAC (CLC) (education group)	80
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	71
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	72
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	73
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	73
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	68
Otaco, Div. of Redlaw Industries Inc., Orillia	United Steelworkers (AFL-CIO/CLC)	59
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)	83
Overland Express Ontario, Toronto and other centres	Teamsters (Ind.)	91
Pamour Porcupine Mines Ltd. (Pamour, Hollinger, Ross and Schumacher Divs.)	United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	62
Pipe Line Contractors Assn. of Canada	Teamsters (Ind.)	89
Rheem Canada Inc., Hamilton and Oakville	United Steelworkers (AFL-CIO/CLC)	56

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Smith & Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	60
Wardle City Corp.	CUPE (CLC) (airport, outside, office, clerical, technical and Transit Department empls.)	84
Wardle Regional Municipality	CUPE (CLC) (clerical administrative, maintenance and service empls.)	85
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T. S.E.) (AFL-CIO/CLC)	77
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC)	67
Twenty-nine Ontario Hospitals	Cdn. Operating Engineers (CCU)	74
Wardle City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	87

FOOD AND BEVERAGE

Canadian Home Products Limited at Niagara Falls - Local P767, Food and Commercial Workers (AFL-CIO/CLC) (plant, office and clerical employees):
Two 36-month renewal agreements effective from April 1, 1981 to March 31, 1984, covering 222 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
Increases:				
Plant Worker		58¢-\$1.61 per hour	63¢-93¢ per hour	63¢-88¢ per hour
Office and Clerical Worker		\$26-\$34 per week	\$22-\$32 per week	\$23-\$31 per week
Classification Adjustments		Some reclassifications and new classifications		
Grade 1 (includes General Production Worker)		\$6.61 (\$6.03)	\$7.24	\$7.87
Grade 13 (12) (includes Electrician and Maintenance Mechanic)		\$9.81 (\$8.24)	\$10.69	\$11.53
Grade 14 (13) (Operating Engineer)		\$10.33 (\$8.72)	\$11.26	\$12.14
<u>Weekly Rates</u>				
Grade 7 (Receptionist)		\$220 (\$192)	\$242	\$265
Grade 1 (Senior Accountant)		\$355 (\$325)	\$387	\$418

Holiday Pay: Seniority employee in a contractual layoff status, or on a bona fide personal illness or occupational injury leave receives holiday pay for those holidays occurring within a 30 calendar day period beginning with the start of the layoff or leave, and for those holidays within a 30 calendar day period prior to the employee's return to work, reduced by any sick pay or daily occupational injury pay benefits (new).

Training Program (new): Employer to offer a three-phase, four-year Ministry of Labour approved training program for Maintenance Mechanics.

TEXTILE

Artex Woollens Limited at Cambride (Hespeler) - Local 1153T, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 9, 1981 to December 11, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 1/82	June 7/82
General Increases		40¢	25¢
Additional Adjustments		10¢-20¢ for Fixers; 5¢-15¢ for Maintenance	
Specker		\$5.82-\$5.92 (\$5.42-\$5.52)	\$6.07-\$6.17
Loom Fixer		\$8.20-\$8.30 (\$7.60-\$7.70)	\$8.45-\$8.55
Effective	Dec. 6/82	June 6/83	
General Increases	5%	5%	
Specker		\$6.38-\$6.48	\$6.70-\$6.80
Loom Fixer		\$8.88-\$8.98	\$9.33-\$9.43

Previous rates reflect a 15¢ increase as the result of a wage reopener October 1981.

Probationary period is 36 working days. Maximum rates are reached upon completion of the probationary period.

Lump Sum Payment: \$165 for all hours worked between December 9, 1981 and March 1, 1982.

Wage Reopener (new): If the cost of living exceeds 18% using the Consumer Price Index commencing January 1, 1982, wages only will be re-opened for negotiations.

Shift Premium: 0-20¢-30¢ (0-15¢-20¢).

Paid Holidays: 1 floating day is added between Christmas and New Year's for a total of 13 days.

Union Education Fund (new): Effective December 11, 1983, employer contributes .25% of employees gross payroll per month.

Health and Welfare: Life Insurance, Weekly Indemnity, OHIP and Blue Cross Comprehensive Health Care Plan - Employer pays 90% (85%) of premium costs.

Extended Health Care - Maximum claim for eyeglasses is \$100 (\$80) every two years.

Safety Shoe Allowance: Employer contributes \$30 (\$25) per year.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa, and Toronto Ont. and Montreal, Que. - Various Locals, Graphic Arts Union (AFL-CIO/CLC) (2,200 lithography employees and photoengravers):
A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

NOTE: 55 companies are signatory to this agreement.

Wages:	Effective	Jan. 1/82	Jan. 1/83
	General Increases	13%	12%
	Floor Helper (after 6 months)	\$7.59 (\$6.72)	\$8.50
	Platemaker (non- trade platemaking shop) (key industry rate)	\$15.36 (\$13.59)	\$17.20
	Journeyman Pressman (4 colour press- Over 1510 mm)	\$17.90 (\$15.84)	\$20.05
	Photoengraver (Toronto & Hamilton)		
	<u>Minimum Weekly Rates</u>		
	Journeyman (Day Shift)	\$550.55 (\$487.21)	\$616.62
	Journeyman (Night Shift)	\$616.62 (\$545.68)	\$690.61

Apprentices - Minimum wage scale ranges from 55.9% (53.2%) of the minimum journeyman rates for the first 6 months to 95.6% (90.6%) for the tenth 6 month period.

Hours of Work:	Lithographic Division - 35 per week. Photoengraving Division, Montreal - 35 per week for day shift operations, 32 1/2 for evening operations and 30 for night operations; Toronto and Hamilton - 35, 32 1/2 and 32 1/2 respectively (unchanged).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 17 (18) years' service. Also 2 weeks after 1 year, except certain employees including journeymen who receive 3 weeks after 1 year. All other employees - 3 weeks after 3 years (unchanged). All employees - 4 weeks after 6 years (unchanged).
Health and Welfare:	Graphic Arts Benefit Plan - Effective March 1, 1982, employer contributes \$68.64 (\$50) per month per employee. Effective January 1, 1983, \$82.28. Rebates resulting from the loss of benefits with UIC shall be retained by the employer (new).

Medicare - Effective January 1, 1982, employers in Ontario pay \$11.50 (\$10.00) for employees with no dependants and \$23 (\$20) with dependants per month. Quebec employees receive difference between OHIP premium and the employer's portion of Quebec Medicare premium.

Long Term Disability - Employer contribution is 5% of employee's basic day rate (unchanged).

Pension Plan: Employer Contribution - Effective January 1, 1983, \$11.50 (\$9.50) per employee per week.

Supplemental Unemployment Benefit Plan: Effective date of ratification, employer contributes \$4.40 (\$3) per week per employee. Effective January 1, 1983, \$4.50.

Safety Footwear Allowance: \$45 (\$35) per year.

Training Program Fund: Employer contributes \$2 (\$1.50) per employee per week.

Council of Printing Industries of Canada, Toronto and area - Local 28-B, Graphic Arts Union (AFL-CIO/CLC) (580 bookbinders): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

NOTE: 23 companies are signatory to this agreement.

Pages: Effective Jan. 1/82 Dec. 1/82 Jan. 1/83

Increases:

Journeyman I	13%		12%
Student	50¢		25¢

Apprentices and assistants receive increases proportional to scale based on Journeyman I rate.

Student	\$5.00 (\$4.50)		\$5.25
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Journeyman II	\$8.86 (\$7.85)	\$8.95*	\$10.02
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Journeyman I	\$12.79 (\$11.32)		\$14.32
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*Journeyman II - Effective December 1, 1982, 70% (69.3%) of Journeyman I rate.

Journeyman II Apprentice - Effective December 1, 1982, 65% (63%) of Journeyman I rate.

Hours of Work: 35 per week (unchanged).

Shift Premium: 15% of day rate to a maximum of 0-\$1.00-\$1.00 (0-85¢-85¢).

Vacation Holidays: 11 days (unchanged).

Paid Vacation:	4 weeks after 10 (11) years' service and 5 weeks after 19 (20) years. Also, 2 weeks after 1 year and 3 weeks after 3 years (unchanged).
Health and Welfare:	<p><u>Life Insurance and A.D. & D.</u> - \$20,000 (\$12,000) coverage.</p> <p><u>Weekly Indemnity</u> - \$250 (\$190) per week. Effective in 1983, \$300.</p> <p><u>Welfare Plan</u> - Effective March 1, 1982, coverage to be enhanced. Employer to contribute \$15.84 (\$10.80) per week per full-time employee, and \$11.15 (\$7.82) per week for part-time. Part-time employees receive 95¢ (60¢) per hour worked in lieu of dental coverage. Effective January 1, 1983, \$18.99 per week for full-time employee and \$1.03 for part-time.</p> <p><u>OHIP</u> - Effective March 1, 1982, employer contributes \$11.50 (\$10) if no dependants and \$23 (\$22) if dependants, per month per full-time employee. Part-time employee receives 53¢ (46¢) if no dependants, and \$1.06 (92¢) if dependants, per shift worked in lieu of contribution to OHIP premium.</p> <p><u>Long Term Disability and Supplemental Retirement Programme</u> - Effective October 1, 1983, employer contributes 5% (4%) of basic day rate.</p>
Supplemental Unemployment Benefit Plan:	Effective March 1, 1982, employer contributes \$4.40 (\$3.00) per week per regular full-time employee. Effective January 1, 1983, \$4.50. Effective in 1982, layoff benefits increase to a maximum of \$200 (\$125). Effective in 1983, \$225.
Safety and Health Programme (new):	Effective March 1, 1983, employer contributes 25¢ per week per employee to the Canadian Graphic Arts Institute training and educational programme.
Safety Footwear Allowance:	Effective January 1, 1982, \$40 (\$30) per year per employee, where required. Effective January 1, 1983, \$45.

PRIMARY METAL

Burlington Steel, Division of Slater Steel Industries Ltd. at Hamilton - Local 4752, United Steelworkers (AFL-CIO/CLC) (600 plant employees): A 36-month renewal agreement effective from January 1, 1982 to December 31, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
COLA Fold-in		\$1.00		
General Increases		\$1.15	25¢	30¢
Job Class Increments		2¢	2¢	2¢
Job Class 1		\$10.310 (\$8.10)	\$10.560	\$10.860
Job Class 12		\$12.037 (\$9.607)	\$12.507	\$13.027

	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
Job Class 23	\$13.764 (\$11.114)	\$14.454	\$15.194

Cost of Living: 1¢ for each 0.3 rise in the Consumer Price Index - 1971=100, paid
Allowance: quarterly commencing in March 1982 compared to December 1981
(Basic formula is unchanged. Previous COLA generated \$1.06 per
hour and was folded into wage rates prior to January 1, 1982.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective January 1, 1983, 0-25¢-30¢ (0-20¢-25¢). Effective
January 1, 1984, 0-30¢-35¢.

Sunday Premium: Effective January 1, 1984, \$1.25 (\$1) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 9 (12) years' service, 5 weeks after 19 (21) years,
6 weeks after 25 (30) years and 7 weeks (new) after 30 years.
Also, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Health and Life Insurance - \$25,000 (\$16,000) coverage.

Welfare: Life Insurance for Retirees - \$6,250 (\$3,500) coverage.

Weekly Indemnity - \$225 (\$205) per week. Effective January 1,
1983, \$245. Effective January 1, 1984, \$275.

Extended Weekly Indemnity (new) - Disabled employees with 3 or
more years' service unable to return to work upon expiration of
Weekly Indemnity and who do not qualify for Long Term or
Permanent and Total Disability, will receive \$92.31 per week up
to 52 weeks.

Major Medical - Maximum benefit increases to \$50,000 (\$10,000).

Dental Plan - All dental benefits to be according to the 1981
(1979) Ontario Dental Association fee schedule. Coverage
provided for removable appliances (full and partial dentures)
and repair and maintenance of appliances. The plan will pay 80%
of the cost subject to a maximum of \$1,500 per person per
calendar year. Plan extended to cover pensioners and eligible
dependants. Effective January 1, 1983, plan will provide for all
other major services, i.e. crowns, inlays, 80% of cost to
a maximum of \$1,500 per person per calendar year.

Optical Plan - Increased to \$75 (\$50) every two years.

Hearing Aid - Extended to pensioners.

Pension Plan: Effective January 1, 1982, \$17 (\$12) per month per year of
service not exceeding 40 years.

Supplementary Pension - \$16 (\$11) multiplied by credited service
not exceeding 30 years.

Employees who retired prior to January 1, 1982, will receive the following increases per month:

Jan. 1, 1982 - \$50
Jan. 1, 1983 - \$20
Jan. 1, 1984 - \$30

Employees retiring between January 1, 1982 and December 31, 1982 will receive:

Jan. 1, 1983 - \$20
Jan. 1, 1984 - \$30

Employees retiring between January 1, 1983 and December 31, 1983 will receive:

Date of first pension cheque - \$20
Jan. 1, 1984 - \$30

Employees retiring between January 1, 1984 and December 31, 1984 will receive the following increase:

Date of first pension cheque - \$50

Safety Boot Allowance: Employer supplies 1 pair of boots with metatarsal protection as specified by the company (previously 50% employee paid).

Supplementary Unemployment Benefit: Effective February 16, 1982, \$70 (\$55) per week. Effective January 1, 1983, \$75. Effective January 1, 1984, \$80. Maximum funding, \$80,000.

Supplementary Payment Program: The increment between job classes for non-incentive worker scale has been increased by 1.2¢ to 5¢. Incentive worker scale remains unchanged.

METAL FABRICATING

Rheem Canada Inc., formerly, Rheem Canada Limited, at Hamilton and Oakville - Local 6868, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 18, 1981 to November 17, 1984, covering 240 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

*Includes 115 employees currently on lay-off status.

Wages:	Effective	Nov. 18/81	Nov. 18/82	Nov. 18/83
General Increases		60¢	20¢	20¢
COLA Fold-in		68¢		
COLA Advance		40¢		
Job Class Increments		9.5¢ (8.0¢)	10.5¢	11.5¢
Skilled Trades Adjustment		Upgraded 2 classifications		
Additional Adjustment		Addition of some new classifications for future use		

	<u>Nov. 18/81</u>	<u>Nov. 18/82</u>	<u>Nov. 18/83</u>
Class 2 (includes Stacker)	\$8.60 (\$6.905)	\$8.81	\$9.02
Class 20 (18) (includes Electrician)	\$10.67 (\$8.505)	\$11.06	\$11.45
Class 22 (20) (includes Tool Maker)	\$10.90 (\$8.705)	\$11.31	\$11.72
Cost of Living Allowance:	1¢ for each full 0.40 point rise in the Consumer Price Index - 1971=100. Triggered at 3 points per quarter. To be adjusted quarterly and paid on straight time hours only (unchanged). Effective November 18, 1982, trigger is removed and 40¢ add-on floats in the second and third year.		
Shift Premium:	0-20¢-25¢ (0-16¢-18¢). Effective November 18, 1982, 0-25¢-30¢.		
Paid Vacation:	Effective November 18, 1983, 4 weeks after 10 (12) years' service.		
Vacation Bonus:	\$30 (\$20) per full week of vacation taken, for employee who takes vacation during the months of December, January, February and March. Effective November 18, 1982, \$40.		
Bereavement Leave:	3 (1) days' paid leave to attend or make arrangements for the funeral of grandparents and 3 days' paid leave (new) for grandchildren.		
Health and Welfare:	Life Insurance and A.D. & D. - Coverage increases to \$16,000 (\$15,000) per employee. Effective December 1, 1982, \$17,000. Effective December 1, 1983, \$18,000. Weekly Indemnity - Benefit increases to \$190 (\$150) per week. Effective December 1, 1982, \$200. Effective December 1, 1983, \$210. Dental Plan - Payments are based on the 1982 (1978) Ontario Dental Association fee schedule.		
Pension Plan:	Basic Benefit - \$12 (\$10) per month per year of credited service. Maximum service credit increases to 33 (30) years. Effective December 1, 1982, \$14, and maximum service credit is 35 years. Effective December 1, 1983, \$15, up to a maximum service credit of 37 years.		
Meal Allowance:	Effective November 18, 1982, \$4 (\$3) after two hours' overtime worked.		
Prescription Safety Glasses Allowance:	Effective November 18, 1982, \$50 (\$40) per year. Effective November 18, 1983, \$60.		
Safety Shoe Allowance:	\$45 (\$35) per year for Painter and Enameler. \$35 (\$25) per year for all others. Effective November 18, 1983, \$55 and \$45, respectively.		

Notice of Layoff: 2 days (24 hours) notice of permanent layoff and 1/2 day notice of temporary layoff (new).

Dresser Canada Inc, Industrial Products Division at Cambridge (Galt) - Local 5475, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 12, 1982 to January 11, 1985, covering 475 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 12/82	Jan. 12/83	Jan. 12/84
General Increases		98¢	26¢	26¢
COLA Fold-In		80¢		
Job Class Increments		19¢ (17¢)	21¢	23¢
Job Class 2 (General Labourer)		\$8.66 (\$6.86)	\$8.94	\$9.24
Job Class 18 (includes Electronic Repairman)		\$11.70 (\$ 9.58)	\$12.30	\$12.90
Cost of Living Allowance:	Effective January 12, 1983, 1¢ per 0.4 point change in the Consumer Price Index-1971=100. Adjusted quarterly. (Basic formula is unchanged. Previously, capped at 50¢).			
Shift Premium:	0-50¢-55¢ (0-45¢-55¢). Effective January 12, 1983, 0-55¢-55¢. Effective January 12, 1984, 0-60¢-60¢.			
Paid Holidays:	1 day is added for a total of 13 days.			
Paid Vacation:	Effective January 12, 1983, 4 weeks after 12 (13) years' service.			
Vacation Bonus:	Effective January 12, 1983, \$60 (\$50) after 2 years' seniority up to a maximum of \$90 (\$80) after 20 years.			
Health and Welfare:	Life Insurance and A.D.& D. - \$13,000 (\$12,000) coverage. Effective January 12, 1983, \$14,000. Effective January 12, 1984, \$15,000.			
	<u>Drug Plan</u> - 35¢ deductible implemented (new).			
	<u>Dental Plan</u> - Payments are based on the current (1978) Ontario Dental Association fee schedule. Effective January 12, 1984, Blue Cross Plan # 9 (7) is implemented.			
Pension Plan:	<u>Basic and Disability Benefit</u> - \$4 (\$2.50) per month per year of service. Effective January 12, 1983, \$5. Effective January 12, 1984, \$6.			
Safety Shoe Allowance:	\$40 (\$30) per year. Effective January 12, 1984, \$50.			

Otaco, Division of Redlaw Industries Inc., formerly Division of Bartaco Industries Limited, at Orillia - Local 4657, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 8, 1982 to February 7, 1983, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months. Previous agreement expired December 31, 1981.

Wages: Sample rates are not shown because no wage increases were negotiated.

Cost of Living Allowance: \$1.33 float continues.

Effective February 8, 1982, 1¢ per 0.35 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Previously, 1¢ per 0.41 increase. Capped at 20¢ for the calendar year 1979, and 25¢ for the calendar year 1980. Cap removed for the calendar year 1981).

Bereavement Leave: 1 day's paid leave when unable to attend the funeral of immediate family (new).

Health and Welfare: Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

ELECTRICAL PRODUCTS

Federal Pioneer Limited at Toronto - Local 521, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1981 to October 31, 1983, covering 435 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Nov. 1/81	Nov. 1/82
	General Increases	9%	8.5%
	COLA Fold-in	\$1.06	
	Additional Adjustments	Some inequity adjustments and reclassifications	
	Labour Grade 1 (Assembler Machine Operator)	\$7.84-\$8.08 (\$6.13-\$6.35)	\$8.51-\$8.77
	Labour Grade 17 (includes Plant Electrician 1)	\$12.34-\$12.55 (\$10.26-\$10.45)	\$13.39-\$13.62

Probationary period is 55 days worked. Maximum rates are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: 15-cent float continues.

1¢ per 0.4 point rise in the Consumer Price Index - 1971=100 (unchanged). Triggers at 7 1/2% in the first year and 6 1/2% in the second year. Adjusted quarterly. (Previously, triggered at 192.1.)

Shift Premium: 0-30¢-30¢ (0-27¢-27¢). Effective November 1, 1982, 0-35¢-35¢.

Paid Holidays: Effective November 1, 1982, 1 floating day is added between Christmas and New Year's for a total of 13 days.

Paid Vacation: 5 weeks after 23 (25) years' service and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective November 1, 1982, \$12,000.

OHIP - Employer pays 75% (50%) of premium costs.

Safety Shoe Allowance: Effective November 1, 1982, employer pays \$35 (\$30) for 1 pair per year.

Smith & Stone Limited at Georgetown - Local 1421, Auto Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 17, 1982 to February 28, 1983, covering 305 employees, settled at the bargaining stage. Duration of negotiations - 4 months. Previous agreement expired November 13, 1981.

Wages: Effective Feb. 17/82*

COLA Fold-in 40¢

Increase 10¢ for Incentive worker,
45¢ for Day worker, excluding
Set-Up, 55¢ for Set-Up, and
60¢ for Skilled Trades

General Labour \$5.16
(\$5.09)

Tool and Die \$10.01
Maker (\$9.01)

Previous rates reflect increases on June 1, 1980 and November 16, 1980 resulting from an unscheduled wage reopener in June 1980.

Retroactive Pay*: Increases are retroactive to November 14, 1981, however the retroactive rate for Incentive worker is 35¢ per hour worked.

Cost of Living Allowance: Previous formula generated 70¢. 40¢ is folded into rates February 17, 1982, leaving a 30¢ float.

1¢ per hour worked for each 0.40 change in the Consumer Price Index - 1971=100. To be adjusted quarterly. Capped at 25¢, not including the applicable COLA float. (Basic formula is unchanged.)

Paid Holidays: 1 day is added on May 21, 1982, for a total of 12 days.

Bereavement Leave: Grandchild is added to the provision for 3 days' paid leave to attend the funeral, and 1 day, if unable to attend.

Health and Welfare: Sickness and Accident - Benefit increases to \$125 (\$100) per week.

Pension Plan: "Accrued Current Service Pension" Benefit - \$7 (\$6.50) per month per year of credited service subsequent to May 31, 1970.

NON-METALLIC MINERAL PRODUCTS

Domglas Inc. at Brampton - Local 260, Glass and Ceramic Workers (AFL-CIO/CLC) (580 plant employees): A 36-month renewal agreement effective from February 1, 1982 to February 1, 1985, settled with mediation assistance. Duration of negotiations - 5 months. Previous agreement expired December 30, 1981.

Wages:	Effective	Feb. 1/82	Feb. 1/83	Feb. 1/84
Trades Adjustment*		25¢		25¢
General Increases		13%	10%	10%
Janitor		\$8.20-\$8.41 (\$7.26-\$7.44)	\$9.02-\$9.25	\$9.92-\$10.18
Painter/ Carpenter		\$9.81-\$10.28 (\$8.44-\$8.85)	\$10.79-\$11.31	\$12.14-\$12.72
Tool and Template Maker		\$10.16-\$10.70 (\$8.74-\$9.22)	\$11.18-\$11.77	\$12.57-\$13.22

Previous rates include 2.2% COLA fold-in.

*Trades Adjustment - Effective prior to the general increases, 25¢ for Vehicle Mechanic, Tinsmith, Shift Electrician, Carpenter, Groups 22 and above (except Feeder Upkeepman).

Lump Sum Payment: 12% of wages paid on all hours worked, including statutory holidays between December 31, 1981 and January 31, 1982.

Cost of Living: Allowance: Should the inflation rate exceed 12% in the first year, the excess will be added to the second year wage increase. If the inflation rate exceeds 10% in the second year, the excess will be added to the third year wage increase. (Basic formula is relatively unchanged.)

Hours of Work: Average 42 per week for continuous shift employees, 40 per week for others (unchanged).

Shift Premium: Effective ratification date, 0-17¢-23¢ (0-16¢-22¢). Effective February 1, 1983, 0-19¢-25¢. Effective February 1, 1984, 0-21¢-27¢.

Machine Premium: Effective ratification date, premium for all multi-gob machines will be increased by 2¢ per hour. Effective February 1, 1984, an additional 2¢ per hour.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 6 weeks (new) after 30 years' service. Also, 5 weeks after 25 years, 4 weeks after 13 years, 3 weeks after 5 years and 2 weeks after 1 year (unchanged). Effective February 1, 1983, 5 weeks after 24 years. Effective February 1, 1984, 5 weeks after 23 years and 4 weeks after 12 years.

Bereavement Leave: 3 (2) days' paid leave for father-in-law and mother-in-law and 3 (1) days' paid leave for brother-in-law, sister-in-law, son-in-law and daughter-in-law.

Health and Welfare: Life Insurance for Retirees - Effective ratification date, \$2,500 (\$2,000). Effective February 1, 1983, \$2,750. Effective February 1, 1984, \$3,000.

Dental Plan - Coverage for relining, rebasing and repair of complete or partial dentures added to basic benefits. Payments will be updated on April 1, each year to reflect the current Ontario Dental Association fee schedule.

Meal Allowance: Effective ratification date, \$3 (\$2.50) for employee who is required to work 2 hours or more overtime either prior to or beyond the normal scheduled daily working hours. Effective February 1, 1984, \$3.50.

Safety Footwear Allowance: Effective ratification date, \$24 (\$20) per pair subsidy to a maximum of 4 pairs per year for forming department employees. Effective February 1, 1983, \$26. Effective February 1, 1984, \$28.

Safety Glasses Allowance: Effective ratification date, \$55 (\$50) per year maximum subsidy provided they are purchased through the company. Effective February 1, 1984, \$60 per pair.

MINES

Pamour Porcupine Mines Limited (Pamour, Hollinger, Ross and Schumacher Divisions) - Various locals, United Steelworkers (AFL-CIO/CLC) (1,000 mine and plant employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/82
	General Increase	40¢ on base rate
	Job Class Increment	19¢ (12¢)
	Additional Adjustments	Some classification adjustments; 19¢ between Job Class 5 and 6
	Job Class 1 (includes Mine Labourer)	\$8.10 (\$7.70)
	Job Class 8 (includes Plant Inspector)	\$9.62 (\$8.54)
	Job Class 12 (includes Electrician 1)	\$10.38 (\$9.02)

Jan. 1/82

Job Class 16 \$11.14
(includes Maintenance Specialist) (\$9.50)

Previous rates reflect a 40¢ COLA fold-in on April 1, 1981.

Cost of Living Provision: Deleted.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Sunday Premium: 60¢ (50¢) per hour for scheduled shift, in addition to regular premium.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks after 25 years (unchanged).

Jury Duty Pay: Crown Witness included with paid leave for jury duty (new).

Health and Welfare: Life Insurance - \$10,000 (\$9,000) coverage.

Weekly Indemnity - \$180 (\$160) per week, 100% employer paid.

Dental Plan - 70% of denture cost covered (new), employer pays 70% (57%) of premium costs.

Long Term Disability (new) - Effective May 1, 1982, \$500 per month for 5 years to employee with 4 years' service.

Pension Plan: \$12 (\$10) per month per year of future service.

COMMUNICATION

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.) (625 communications sales employees): A 24-month renewal agreement effective from February 23, 1982 to February 22, 1984, with wages retroactive to December 1, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Dec. 1/81	Feb. 23/83
General Increases		12%	11%
<u>Monthly Rates</u>			
Business Exchange	\$1,152-\$1,687		\$1,279-\$1,873
Telephone Sales Representative	(\$1,029-\$1,506)		
Sales Representative	\$1,646-\$2,635		\$1,827-\$2,925
	(\$1,470-\$2,353)		

Cost of Living Allowance (new): Using the December 1982 index as the base, 1% per 1% increase in the Consumer Price Index - 1971=100, triggers at 12%. Lump sum payment to be determined by applying the increase to the basic pay for the period February 23, 1983 to October 31, 1983.

Hours of Work: Average of 36 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 6 weeks (new) after 30 years' service. Effective in the second year, 4* weeks after 10 (12) years and 5* weeks after 20 (21) years. Also 2 weeks after 1 year, 3 weeks after 3 years and 5 weeks after 25 years (unchanged).

*A minimum of 1 week must be taken during the period October through May.

Anti-Discrimination Clause (new): To protect employees against discrimination because of membership in Employee Association, race, national origin, marital status, age, sex, colour, religion, physical handicap, etc.

Canada Post Corporation - Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services) (21,000 employees): A 23-month renewal agreement effective from February 8, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 5 months. Previous agreement expired December 31, 1981.

Wages:	Effective	Mar. 1/82	Jan. 1/83
Letter Carrier 0-2 years		\$11.01-\$11.17 (\$10.22-\$10.38)	\$11.38-\$11.54
Mail Service Courier- Relief 0-1 year		\$11.48-\$11.57 (\$10.69-\$10.78)	\$11.85-\$11.94
Mail Service Courier- Heavy Vehicle 0-1 year		\$11.82-\$11.91 (\$11.03-\$11.12)	\$12.19-\$12.28

Previous rates shown include 50¢ COLA fold-in.

Retroactive Pay: For the period January 1, 1982 to February 28, 1982, lump sum settlement pay of \$450 for full-time and \$225 for part-time employees, prorated for hours worked.

Cost of Living Allowance: Effective January 1, 1982, quarterly adjustments of 1¢ per hour per 0.26 point increase in the Consumer Price Index - 1971=100, triggers at 6% above the December 1981 index (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-81¢-81¢ (0-72¢-72¢). Effective January 1, 1983, 0-85¢-85¢.

Weekend Premium: \$1.01 (90¢) per hour. Effective January 1, 1983, \$1.05.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1982, 4 weeks after 8 (10) years' service. Also 3 weeks after 1 year, 5 weeks after 20 years, 6 weeks after 30 years and 7 weeks after 35 years (unchanged).

Maternity Leave:	11 weeks pre-natal, 26 weeks post-natal (unchanged). 2 weeks' paid leave at 93% of salary and 15 additional weeks at the difference between UIC benefits and 93% of salary. (Previously, 2 weeks at UIC level.)
Health and Welfare:	Provincial Medical Insurance Plan - Effective January 1, 1983, employer contributes 70% (approximately 50%) toward premium costs. Dental Plan (new) - All employees to be covered. Employer pays 50% of premium costs.
Boot and Glove Allowance:	Full-Time Employee - Effective in 1982, \$200 (\$180) per year for boots and \$17 (\$15) for gloves. Effective in 1983, \$220 and \$19. Part-Time Employee - 11¢ (10¢) per hour differential in lieu of boot and glove allowance. Effective in 1983, 12¢.
Overtime Meal Allowance:	\$5.50 (\$5) after 2 hours. Effective January 1, 1983, \$6.
Special Allowance:	Full-Time Employee - \$488 (\$428) per year in lieu of extending the current rest periods to 15 minutes. Effective December 15, 1983, \$502. Part-Time Employee - \$244. Effective December 15, 1983, \$251.
Job Security:	In case of technological change, employer guarantees continuous employment for the duration of this agreement provided that affected employees are prepared to accept retraining, reassignment and/or relocation at the Employer's expense (new).

Canada Post Corporation - Canadian Postmasters and Assistants Association (Ind.)
(9,900 full-time and part-time revenue postal operations group employees): A 34 1/2-month renewal agreement effective from February 19, 1982 to December 31, 1984, with wages retroactive to January 1, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 3/83</u>	<u>Sept. 26/83</u>
	<u>Sub-Group B</u>			
	Post Offices Grades 1 to 6			
	General Increases	85¢	45¢	50¢
	Full-time Assistant	\$18,658-\$19,451 (\$16,821-\$17,617)	\$19,597-\$20,390	\$20,641-\$21,434
	Postmaster	\$18,554-\$24,356 (\$16,728-\$22,514)	\$19,493-\$25,295	\$20,536-\$26,338
	Effective	<u>Mar. 26/84</u>	<u>Sept. 24/84</u>	
	General Increases	65¢	70¢	

	<u>Mar. 26/84</u>	<u>Sept. 24/84</u>	
Full-time Assistant	\$21,997-\$22,790	\$23,458-\$24,251	
Postmaster	\$21,893-\$27,695	\$23,354-\$29,156	
Effective	<u>Jan. 1/82</u>	<u>Jan. 3/83</u>	<u>Jan. 2/84</u>
<u>Sub-Group A</u>			
Post Offices Groups 1-6			
Increases:			
Groups 1-3	10%	10%	10%
Groups 4-6	13%	13%	13%
Postmaster Level 1	\$6.26 (\$5.69)	\$6.89	\$7.58
Postmaster Level 6	\$8.23 (\$7.28)	\$9.30	\$10.51
Cost of Living Allowance (new):	Effective January 1, 1982, January 1, 1983 and January 1, 1984, 1¢ per 0.26 increase in the Consumer Price Index - 1971=100, payable quarterly and triggered at 6% each year, not folded into rates.		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-81¢-81¢ (0-60¢-60¢).		
Weekend Premium:	\$1.01 (80¢) per hour.		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	Effective April 1, 1982, 4 weeks after 8 (10) years' service and 5 weeks after 20 (22) years. Effective April 1, 1983, 6 weeks (new) after 30 years. Effective April 1, 1984, 7 weeks (new) after 35 years. Also 3 weeks after 1 year (unchanged).		
Bereavement Leave:	1 day's paid leave (new) for grandparent of spouse.		
Maternity Leave:	11 weeks pre-natal, 26 weeks post-natal (unchanged). 2 weeks' paid leave at 93% of salary and 15 additional weeks at the difference between UIC benefits and 93% of salary (new). Leave granted under Maternity is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes (new).		
Job Security:	In case of technological change, employer guarantees continuous employment for the duration of this agreement provided that affected employees are prepared to accept retraining, re-assignment and/or relocation at the Employer's expense (new).		

ELECTRIC POWER, GAS AND WATER UTILITIES

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly-rated, clerical and technical employees): Two 24-month renewal agreements effective from February 1, 1982 to January 31, 1984, covering 850 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/82	Feb. 1/83
General Increases		13.25%*	Minimum 9%**
Labourer		\$11.09-\$11.36 (\$9.79-\$10.02)	\$12.09-\$12.38
Journeyman A		\$14.93 (\$13.18)	\$16.27

Weekly Rates

Clerk Grade 1	\$267.55-\$391.75 (\$236.15-\$345.85)	\$291.63-\$427.01
Technical Assistant Grade 3	\$581.35-\$673.65 (\$513.15-\$594.65)	\$633.67-\$734.28

*.25% of increase was actually calculated on rates effective January 31, 1982.

**Rates will be adjusted upward to the nearest 1/10% that the cost of living exceeds 9% based on the increase in the Consumer Price Index between January 1982 and January 1983.

Previous rates include 3.2% COLA fold-in added to the 8% minimum increase February 1, 1981 and a further 1% COLA fold-in November 1981.

Probationary period is 6 months. Maximum rates are reached on merit.

Cost of Living Allowance:	Effective in the second contract year, 1% for each full 1% increase in the Consumer Price Index - 1971=100, above the wage adjustments for the second contract year, using January 1983 as the base index month. Adjusted every 2 months. (Unchanged, except previously, adjusted quarterly).
Shift Premium:	0-30¢-35¢ (Previously, 0-25¢-30¢ for salaried employee. New for Street Lights Serviceman.)
Weekend Premium:	35¢ (30¢) per hour for salaried employee.
Paid Holidays:	1 day is added on July 2, 1982 for a total of 13 days.
Paid Vacation:	5 weeks after 17 (18) years' service, and 6 weeks after 25 (27) years.

Sick Leave:	Effective February 1, 1982, allowance paid by employer, in amount as is necessary in supplement to Workmen's Compensation Board benefits to equate with employee's normal straight-time pay, is paid for as long as employee is employed by Toronto Hydro. (Previously, payable up to 4 months, thereafter, supplement is from employee's unused sick pay credit.)
Bereavement Leave:	Up to 5 (3) consecutive days' paid leave to attend or make arrangements for the funeral of a spouse.
Maternity Leave:	Employer pays 93% of base pay during the 2 week UIC waiting period (new), and pays full cost of medical, hospital and insurance coverage for 17 weeks. (Previously, employee reimbursed employer for the full cost of medical, hospital and insurance coverage).
Health and Welfare:	<u>Extended Health Care</u> - Maximum claim for eyeglasses increases to \$80 (\$40) per person covered once every 2 years. Drug Plan changes to \$1 per prescription plan with no deductible. (Previously, \$10 single/\$20 family deductible.)
Overtime Meal Allowance:	\$6.50 (\$5.50).
Mileage Allowance:	Effective February 1, 1982, 22¢ (21¢) per kilometer. Rate paid is related to changes in the Private Transportation Index component of the Consumer Price Index - 1971=100, using 186.2 as the base. Formula is 1¢ per kilometer for each 11.9 point increase. Adjusted monthly. (Unchanged).
Safety Shoe Allowance:	\$60 (\$50) per designated employee, per contract year, and \$70 (\$60) for Overhead Lineman, Overhead Troublemaker, Overhead Foreman C and Foreman A/Line per contract year.
Tool Allowance:	\$65 (\$55) per contract year for hourly-rated employee.
Negotiating Committee:	Up to 100 hours per contract year paid by employer for union representatives to prepare for or attend contract negotiations with the employer. When allotment is exhausted, union may draw on the unused portion of 400 hours per contract year allotment for grievance representation. (Previously, charged to grievance representation.)

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and Metro Toronto Housing Authority at Toronto - Local 767, Canadian Union of Public Employees (CLC) (670 maintenance employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/82	July 1/82	Jan. 1/83
General Increases		10%	2%	10.5%
Labourer		\$9.60 (\$8.73)	\$9.84	\$10.87

	<u>Jan. 1/82</u>	<u>July 1/82</u>	<u>Jan. 1/83</u>
Serviceman (General)	\$10.13 (\$9.21)	\$10.38	\$11.47
Chief Operating Engineer	\$11.63 (\$10.57)	\$11.92	\$13.17
Hours of Work:	40 per week (unchanged)		
Resident Caretaker Premium	45¢ (40¢) per hour from 4:30 p.m. to midnight, when required to be on-site. Effective January 1, 1983, 50¢.		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	Effective July 1, 1982, for employees with less than one year of continuous service, 1 1/4 (1) days per month of service to a maximum of 3 (2) weeks. Also, 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 19 years (unchanged). Effective July 1, 1983, 5 weeks after 18 years.		
Bereavement Leave:	Up to 3 consecutive and previously scheduled work days in the event of a death in the immediate family. (Previously, time-off up to 3 days at employer's discretion.)		
Health and Welfare:	<p><u>Long Term Income Protection Plan</u> - Employer maintains premium costs for Life Insurance, OHIP, Extended Health Care and Dental Plan, while employee is on Long Term Disability benefits (new).</p> <p><u>Dental Plan</u> - Effective upon signing, payments are to be based on the 1982 (1979) Ontario Dental Association fee schedule; thereafter to follow any subsequent changes. Effective January 1, 1982, 60%/40% (50%/50%) co-insurance.</p>		
Winter Clothing (new):	Provided by employer.		

EDUCATION AND RELATED SERVICES

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,025 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:	<u>Effective</u>	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
General Increases (Teacher's Grid)		9.8%	1.54% non-compounded
Teacher-Group 1 0-11 years	\$17,733-\$29,390 (\$16,150-\$26,767)		\$17,981-\$29,802
Teacher-Group 4 0-11 years	\$20,735-\$36,685 (\$18,885-\$33,411)		\$21,025-\$37,200
Vice-Principal 0-3 years	\$39,750-\$43,106 (\$36,418-\$39,492)		

	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
Principal 0-3 years	\$45,731-\$50,000 (\$41,897-\$45,806)	
Lump Sum Payment:	<u>Teachers</u> - \$100, prorated for the number of days taught between September 1, 1981 and December 31, 1981.	
	<u>Principals</u> - \$429 to \$458 in March pay and \$330 to \$360 in June pay according to number of years of experience.	
	<u>Vice-Principals</u> - \$387 to \$410 in March pay and \$287 to \$311 in June pay according to number of years experience.	
Responsibility Allowances:	Director - \$2,875 (\$2,800) Major Head - \$2,625 (\$2,550) Minor Head - \$1,675 (\$1,625) Assistant Head - \$1,225 (\$1,175) Co-ordinator - \$2,875 (\$2,800) Assistant Co-ordinator - \$2,100 (\$2,050) Chairman - \$1,225 (\$1,175)	
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.	
Educational Improvement Leave:	Maximum number of leaves set at 5 per year. (Previously, 1 per 200 teachers.)	
Prepaid Leave Plan:	Maximum number of leaves set at 20 per year. (Previously, no maximum.) Neither sick leave nor retirement gratuity credits to accumulate during year of leave (new).	

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 454 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	General Increases	12.5%	.75%
	Teacher Level 1 0-6 years	\$14,123-\$19,923 (\$12,554-\$17,709)	\$14,229-\$20,072
	Teacher Level A1 0-11 years	\$17,178-\$28,926 (\$15,269-\$25,712)	\$17,307-\$29,143
	Teacher Level A4 0-13 years	\$20,684-\$36,251 (\$18,386-\$32,223)	\$20,839-\$36,523
	<u>Principal</u>		
	B Schools 0-3 years	\$39,077-\$40,964 (\$32,280-\$35,754)	\$39,080-\$41,271

		<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	A Schools 0-4 (3) years	\$40,239-\$43,139 (\$34,706-\$38,510)	\$40,541-\$43,462
Responsibility Allowance:	<u>Vice-Principal</u>	\$2,538-\$4,169 (\$2,300-\$3,480)	\$2,555-\$4,197
Health and Welfare:	<u>OHIP, Semi-Private Hospital Care Plan and Dental Plan - Employer pays 100% (85%) of premium costs.</u>		
Evaluation for Grid Placement:	Based on Qualification Evaluation Council of Ontario 3 (Q.E.C.O.2) to a maximum of \$25,000 (new).		
<u>Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):</u> A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 240 employees, settled with mediation assistance. Duration of negotiations - 1 year.			
Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	10%	4.55%
	Teacher - Category D 0-6 years	\$12,575-\$17,294 (\$11,432-\$15,722)	\$13,147-\$18,080
	Teacher - Category A1 0-11 years	\$16,244-\$27,061 (\$14,767-\$24,601)	\$16,982-\$28,291
	Teacher - Category A4 0-11 years	\$19,458-\$33,881 (\$17,689-\$30,801)	\$20,342-\$35,421
Responsibility Allowances:	<u>Principal with Degree</u>		
	1 to 5 teachers	\$1,092-\$3,685 (\$966-\$3,261)	
	6 or more teachers (6 to 14 teachers 15 or more teachers)	\$6,075-\$8,123 \$4,715-\$6,521 \$6,038-\$7,856)	
	<u>Principal without Degree</u>		
		\$1,063-\$5,049 (\$966-\$4,590)	
	<u>Vice-Principal</u>		
	15 or more teachers	\$3,321 (\$3,019)	
	Resource Teacher	\$1,329 (\$1,208)	
	Programme Coordinator and Programme Chairman	\$1,992 (\$1,811)	
	Diagnostician	\$3,479 (\$3,163)	
Extra Degree Allowances:	Bachelor of Education	\$55 (\$50)	
	Master of Education	\$330 (\$300)	

	Master of Arts in Education,	\$330 (\$300)
	Master of Arts in Teaching and	
	Bachelor of Paedagogy	
	Master's Degree in an Academic Discipline	\$550 (\$500)
Educational Improvement Leave Plan:	Fund is equivalent to .65 of the Category A4 maximum salary in effect on January 1 of the current year (previously \$15,000).	
Health and Welfare:	Life Insurance - Effective April 1, 1982, optional coverage increases to \$50,000 (\$25,000).	
	Dental Plan - Employer pays 50% of premium costs to a maximum of \$13,000 (new).	
Travel Allowance:	\$330 (\$300) for Principal.	
<u>Lincoln County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (745 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 12 months.</u>		
Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	10.75%
	Teacher-Category 1 0-10 years	\$17,751-\$29,740 (\$16,028-\$26,853)
	Teacher-Category 4 0-11 years	\$21,353-\$37,530 (\$19,280-\$33,887)
Responsibility Allowances:	Principal - \$8,475 (\$8,071) over maximum of Category 4. Annual increment of \$858 added to allowance for each of the next 4 years (unchanged).	
	Vice-Principal and Consultant - \$5,368 (\$5,112) over maximum of Category 4. Annual increment of \$572 added to allowance for each of the next 4 years (unchanged).	
	<u>Department Heads</u>	
	Major - \$2,900 (\$2,825)	
	Minor - \$1,800 (\$1,748)	
	Assistant - \$1,400 (\$1,345)	
Retirement Gratuity:	<u>Sick Leave Credit Gratuity Plan (Existing plan remains in effect for all employees except recent hires) - Pays up to half a year's salary based on number of accumulated unused sick leave days. For early retirement, amount is prorated according to years of service.</u>	
Severance Allowance Plan (new):	Employer will contribute \$1,375 to an interest - bearing fund for each employee hired during this agreement. Proceeds to be used to provide a severance allowance.	
	\$925 per newly hired employee will be contributed to a separate fund to facilitate special teaching assignments or teacher training.	

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12%
	Additional Adjustments	25¢ for Foreman Caretaker, Secondary School; 20¢ for Head Caretaker, Elementary School
	Wage Level 7 (Cleaner)	\$6.73 (\$6.01)
	Wage Level 1 (Electrician)	\$10.75 (\$9.60)

Health and Welfare: Long Term Disability - Employer pays 100% (75%) of premium costs.

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (900 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Average Increase	10.75%
	Teacher-Category D 0-5 years	\$12,928-\$18,028 (\$11,715-\$16,140)
	Teacher-Category A1 0-12 years	\$16,632-\$29,472 (\$15,157-\$26,365)
	Teacher-Category A4 0-12 years	\$20,775-\$36,975 (\$19,008-\$33,100)

Responsibility Allowances: Principals

Group 1 (1-120 students) - \$2345-\$5,625 (\$2,160-\$5,184)
Group 2 (121-350 students) - \$4,220-\$7,500 (\$3,890-\$6,914)
Group 3 (351 or more students) - \$5,155-\$8,435 (\$4,752-\$7,776)

Vice Principal - \$2,109-\$3,983 (\$1,944-\$3,672)

Consultant - \$3,398-\$6,618 (\$3,132-\$6,102)

Adoption Leave: Seniority to accumulate to a maximum of 17 weeks (new).

Bereavement Leave:	3 (1) days' paid leave in the event of death of a grandparent or a grandchild.
Maternity Leave:	Seniority to accumulate to a maximum of 17 weeks (new).
Health and Welfare:	Dental Plan - Payments continue to follow the most current Ontario Dental Association fee schedule.
Educational Development Fund:	\$38,500 (\$34,000) funded by employer per year.

HEALTH AND WELFARE SERVICES

Twenty-Nine Ontario Hospitals - Locals 100 and 101, Canadian Operating Engineers (CCU): Twenty-nine 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 203 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Jan. 1/82	July 1/82
	General Increases	11%	2%
	4th Class Engineer	\$9.47 (\$8.53)	\$9.66
	3rd Class Engineer	\$10.26 (\$9.24)	\$10.46
	2nd Class Engineer	\$11.50 (\$10.36)	\$11.73

Shift Premium: 0-30¢-30¢ (0-25¢-25¢)

Standby Pay: \$1.25 per hour stand-by pay continues during call-back. (Previously, ceased during call-back).

Sick Leave: Hospitals of Ontario Disability Income Plan or equivalent may be introduced in hospitals, where it does not already exist, to replace the present cumulative sick leave plans, subject to the mutual agreement of the local parties.

Health and Welfare: Dental Plan - Change to Blue Cross Plan # 9 (7). Payments are based on the current (1980) Ontario Dental Association fee schedule.

Bestview Holdings Limited and Bestview Services Limited at Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto - Christian Labour Association (Ind.): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983 covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
	General Increases	65¢	25¢
	Kitchen, Housekeeping Laundry	\$5.70-\$6.45 (\$5.05-\$5.80)	\$5.95-\$6.70
	R.N.A.	\$6.45-\$7.20 (\$5.80-\$6.55)	\$6.70-\$7.45

Effective	<u>Apr. 1/82</u>	<u>Oct. 1/82</u>
General Increases	50¢	40¢
Kitchen, Housekeeping Laundry	\$6.45-\$7.20	\$6.85-\$7.60
R.N.A.	\$7.20-\$7.95	\$7.60-\$8.35

Probationary period is 450 hours worked for full-time employees and 375 hours worked for part-time. Maximum rates are reached after 3 years.

Shift Premium (new): 20¢ per hour if management requires a rotation over 2 or more shifts.

Paid Vacation: Effective in 1982, 5 weeks at 10% (new) after 18 years' service.

Health and Welfare: Life Insurance - \$5,000 (\$3,000) coverage.

Dental Plan (new) - Employer pays 50% of premium costs not to exceed 7¢ per hour worked to a maximum of 37 1/2 hours per week. Payments are based on the 1981 Ontario Dental Association fee schedule.

Sick Leave: Maximum accumulation is 90 (54) days.

Mileage Allowance: 25¢ (20¢) per mile or 15¢ per kilometer.

Uniform Allowance: \$7.00 (\$6.00) per month for full-time employees and \$3.50 (\$2.50) per month for part-time. Effective April 1, 1982, \$8.00 and \$4.00 respectively.

Part-time Employee: Payment in Lieu of Fringe Benefits - 25¢ (20¢) per hour. Effective April 1, 1982, 40¢.

Bethany Lodge Nursing Home and 10 others, southwestern Ontario - Local 220, Service Employees International (AFL-CIO/CLC): Twelve 24-month renewal agreements and two 24-month first agreements, effective from April 1, 1980 to March 31, 1982, covering 620 employees, settled by arbitration, February 10, 1982. A further award covering local issues for the "10 other Nursing Homes" was handed down March 17, 1982. These provisions are indicated by an asterick below. Duration of negotiations - 2 years.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
	General Increases	50¢	20¢
	Additional Adjustments	2 new classifications at St. Raphael's*	

Bethany Lodge and Komoka Nursing Homes

Kitchen, Laundry and Housekeeping	\$5.37-\$6.02 (\$4.87-\$5.52)	\$5.57-\$6.22
R.N.A.	\$6.22-\$6.67 (\$5.72-\$6.17)	\$6.42-\$6.87

Effective	<u>Apr. 1/81</u>	<u>Oct. 6/81</u>
General Increases	65¢**	15¢**
Kitchen, Laundry and Housekeeping	\$6.22-\$6.87	\$6.37-\$7.02
R.N.A.	\$7.07-\$7.52	\$7.22-\$7.67

**An interim wage adjustment of 80¢ per hour was awarded on October 6, 1981. The February award grants 65¢ of that interim increase retroactive to April 1, 1981.

Probationary period is 60 working days (unchanged) at Komoka Nursing Home, 337.5 (375) hours of service at Bethany Lodge and 337* hours at Chateau Gardens (Queens) and Delaware Nursing Home (previously 450 hours) and Sun Haven Nursing Home (previously 360 hours). Maximum rates are reached after 2 annual increases.

Off-Shift Premium:* Effective April 1, 1981, 25¢ per hour. (Previously, 17¢ at Komoka and Delaware Nursing Homes and 15¢ at St. Raphael's and Trillium Villa Nursing Homes.)

Overtime Pay (Komoka Nursing Home):* Time off at time and one-half (straight-time) in lieu of overtime pay.

Call-In Maximum Allowance (St. Raphael's Nursing Home):* Employee receives pay for a full shift if he completes 5 (6) hours or more, when called in as a replacement for an employee whose shift has already started.

Paid Holidays (Pinehaven Nursing Home):* Effective in 1981, Remembrance Day is added for a total of 11 days.

Paid Vacation: Effective in 1981, 3 weeks after 3 years' service and 4 weeks after 10 years. (Unchanged for St. Raphael's Nursing Homes Limited. Previously, 3 weeks after 4 years and 4 weeks after 12 years at the other Homes.)

Sick Leave:* 50% (25%) payout of accumulated sick leave after 5 years' service at Delhi Nursing Home.

An employee at Trillium Villa and Meadow Park Nursing Homes who terminates employment after 5 years' service receives an amount equal to 1/4 of credited sick days. Maximum accumulation is 120 (90) days at Meadow Park Nursing Home.

Health and
Welfare:

Life Insurance - Effective on or before March 10, 1982, \$20,000 coverage. (Previously, \$5,000 at Delhi, Pinehaven, Meadow Park, Trillium Villa and St. Raphael's Nursing Homes and \$4,000 at the other Homes.)

Extended Health Care* - Effective on or before March 17, 1982, employer pays 66 2/3% of premium costs for a plan with a \$10/\$20 deductible at Chateau Gardens (Oxford) (new). Effective the first pay period after March 17, 1982, employer pays 75% (66 2/3%) of premium costs at Delaware Nursing Home.

Dental Plan (new) - Effective the first month following sufficient enrollment, for eligible employees, employer pays 50% of premium cost for a plan equivalent to Blue Cross #9. Payments are based on the current Ontario Dental Association fee schedule.

Part-time
Employee:

Payment in Lieu of Fringe Benefits - Effective the first pay period after February 10, 1982, 40¢ per hour. (Previously, 17¢ at Delhi, Meadow Park and Trillium Villa, 12% at Pinehaven and 50%-100% depending on hours worked bi-weekly at St. Raphael's.)

Uniform
Allowance:*

Effective April 1, 1981, employer contributes \$6 per month for full-time employees at Trillium Villa Nursing Home (previously, \$5 and at Komaka, Sun Haven, Delaware at Chateau Gardens (Queens) Nursing Homes (previously, \$5.50). Employer contributes \$3 per month for part-time employees at Chateau Gardens (Oxford) and Delaware Nursing Homes (new) and at Trillium Villa Nursing Home (previously \$2.50).

Union Neogotiating
Committee (Sun
Haven Nursing
Home):*

Union committee members and stewards receive regular pay for union/management meetings, for negotiating meetings up to conciliation and arbitration and grievance meetings up to arbitration (new).

AMUSEMENT AND RECREATION SERVICES

Toronto Commercial Film Producers Association - Local 873, Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 22, 1982 to February 21, 1984, covering 415 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:

Effective	<u>Feb. 22/82</u>	<u>Feb. 22/83</u>
Increases	12.1% approx.	Equal to the percentage increase in the Consumer Price Index during 1982.
Craft Service	\$11.90 (\$10.60)	

	<u>Feb. 22/82</u>	<u>Feb. 22/83</u>
Electrician	\$14.85 (\$13.25)	
Sound Mixer	\$21.20 (\$18.90)	
Pension Plan:	Registered Retirement Savings Plan - Employer contributes \$7.20 (\$6.70) per employee per day worked. Effective February 22, 1983, \$7.70.	
Air Travel Insurance:	Employer pays premium costs for minimum \$100,000 (\$50,000) coverage.	
Meal Allowance:	\$5 (\$4) for breakfast, \$10 (\$8) for lunch, and \$15 (\$10) for supper.	
Per Diem Allowance:	\$90 (\$70).	

PERSONAL SERVICES

Cara Operations Limited at Mississauga - Local 75, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1981 to October 31, 1983, covering 380 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>
General Increases		\$1.00 on job rate	95¢ on job rate
Classification Adjustment		Final Assembler Loader added; Some classifications deleted	
Flight Kitchen Assistant		\$5.81-\$6.31 (\$5.11-\$5.31)	\$6.76-\$7.26
1st Cook		\$8.02-\$8.52 (\$7.32-\$7.52)	\$8.97-\$9.47

Probationary rates are 50¢ below start rate (new). Job rates are reached upon completion of the 40 days worked probationary period.

Lead Hand Premium:	Effective February 3, 1982, 55¢ (45¢) per hour.
Work on Paid Holidays:	Time and one-half for all 10 holidays. (Previously, only for the 7 statutory holidays.)
Bereavement Leave:	Grandchildren are added for up to 3 days' paid leave.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (1,730 commerce group employees): A 10-month renewal agreement effective from February 10, 1982 to December 21, 1982, with wages retroactive to December 22, 1981, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 22/81</u>
	General Increase	10.5%
	<u>Annual Rates</u>	
	CO-1	\$24,483-\$32,572 (\$22,157-\$29,477)
	CO-3	\$39,116-\$50,106 (\$35,399-\$45,345)
	CO-4	\$44,660-\$54,326 (\$40,416-\$49,164)

Hours of Work: 37 1/2 per week. Upon request by employee and concurrence of employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days, the employee works an average of 37 1/2 hours per week (unchanged).

Acting Pay: Qualifying period reduced to 10 (15) consecutive working days.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (47,945 clerical and regulatory employees): A 23-month renewal agreement effective from February 9, 1982 to January 11, 1984, with wages retroactive to November 12, 1981, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 12/81</u>	<u>Dec. 12/82</u>
	General Increases	13%	12.25%
	<u>Annual Rates</u>		
	CR-1	\$11,619-\$13,272 (\$10,282-\$11,745)	\$13,042-\$14,898
	CR-4	\$18,222-\$19,925 (\$16,126-\$17,633)	\$20,454-\$22,366
	CR-7	\$26,052-\$28,520 (\$23,055-\$25,239)	\$29,243-\$32,014

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).

Shift Premium: 0-35¢-45¢ (0-30¢-40¢).

Weekend Premium: 45¢ (35¢) per hour for regular scheduled hours.

Standby Pay: \$7 (\$6) per 8-hour period on a regular work day; \$14 (\$12) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1982, 5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Maternity Leave: Effective April 1, 1982, 2 weeks' paid leave at 93% of salary and 15 additional weeks at the difference between UIC benefits and 93% of salary. (Previously, 2 weeks at UIC level.)

Wage Protection Clause: Revised memorandum of understanding signed February 9, 1982, to form part of collective agreements signed between Treasury Board and Public Service Alliance. Effective December 13, 1981, no employee to be red-circled. For all purposes, an employee will retain his/her former group and level and will retain all pay increases to which they would normally have been entitled. This protection to continue until position is vacated, or the attainable maximum of the reclassified level becomes greater than that applicable to the former classification level. (Previously, period of protection was for one year. However, during the one-year period, the employee's position was not reclassified downwards, meaning that during that period an employee could have been lawfully transferred into a position at the same level as the one he/she was holding. Did not form part of the collective agreement.)

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (education group) (2,745 employees): An 18 1/2-month renewal agreement effective from February 1, 1982 to August 31, 1983, with wages retroactive to September 1, 1981, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	Increases	11.5*	11%
<u>Annual Rates</u>			
<u>Elementary and Secondary Teaching</u>			
<u>Maritimes</u>			
Level 1		\$12,676-\$18,955 (\$11,369-\$17,000)	\$14,070-\$21,040
Level 6		\$21,194-\$32,587 (\$19,008-\$29,226)	\$23,525-\$36,170

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
<u>Quebec</u>		
Level 1	\$13,915-\$24,597 (\$12,480-\$21,102)	\$15,446-\$28,488
Level 6	\$21,389-\$34,543 (\$19,183-\$29,997)	\$23,742-\$39,559
<u>Ontario</u>		
Level 1	\$15,003-\$20,134 (\$13,456-\$18,057)	\$16,653-\$22,349
Level 6	\$22,205-\$36,135 (\$19,915-\$32,408)	\$24,648-\$40,110
<u>Manitoba</u>		
Level 1	\$13,960-\$18,538 (\$12,520-\$16,626)	\$15,496-\$20,577
Level 6	\$23,166-\$34,751 (\$20,777-\$31,167)	\$25,714-\$38,574
<u>Saskatchewan</u>		
Level 1	\$12,827-\$18,393 (\$11,504-\$16,496)	\$14,238-\$20,416
Level 6	\$23,054-\$33,270 (\$20,676-\$29,839)	\$25,590-\$36,930
<u>Alberta</u>		
Level 1	\$13,392-\$19,586 (\$12,011-\$17,566)	\$14,865-\$21,740
Level 6	\$22,763-\$34,771 (\$20,415-\$31,185)	\$25,267-\$38,596
<u>British Columbia</u>		
Level 1	\$16,356-\$23,493 (\$14,669-\$21,070)	\$18,155-\$26,077
Level 6	\$24,766-\$39,571 (\$22,212-\$34,490)	\$27,490-\$43,924
<u>Language Teaching</u>		
Level 1 (B.A.)	\$18,476-\$28,802 (\$16,570-\$25,831)	\$20,508-\$31,970
Level 4 (B.A. plus 3 years' teacher education)	\$23,647-\$36,348 (\$21,208-\$32,599)	\$26,248-\$40,346

Sept. 1/81

Sept. 1/82

Education Services

Level 1

\$27,508-\$33,829 \$30,534-\$37,750
(\$24,671-\$30,340)

Level 5

\$41,575-\$45,519 \$46,148-\$50,526
(\$37,287-\$40,824)

*Some groups received higher increases due to restructuring of wage grids.

Additional
Annual
Allowances:

Principal - \$950 (\$800) basic, plus \$325 (\$275) for each teacher and teacher's aid supervised from 1 to 12 and \$170 (\$140) for each teacher and teacher's aid supervised from 13 or more.

Department Head - \$925 (\$800).

One-Room School - \$525 (\$450).

Senior Teacher/Language Teaching 2 - \$2,700 (\$2,400).

Standby Pay
(Correctional
Services) (new):

\$6 per 8-hour period on a regular work day; \$12 on a day of rest or designated holiday.

Shift Premium:

Canadian Penitentiary Services, 0-\$2.25-\$3.00 per 8-hour shift (0-25¢-33¢ per hour).

Acting Pay:

Qualification period 10 (15-20) consecutive days.

Paid Vacation:

For employees on 12 month work year; 5 weeks after 20 (25) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Adoption Leave
(new):

Either spouse or may be shared; not to exceed total of 26 weeks combined.

Bereavement
Leave:

Definition of immediate family extended to include common-law spouse.

Maternity Leave:

11 weeks pre-natal without pay; 26 weeks post-natal; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of UIC benefits (new).

Paternity Leave
(new):

Maximum 26 weeks total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee/couple, not to exceed 26 weeks combined.

Care and
Nurturing of
Pre-School Age
Children (new):

One or more periods to a total maximum of 5 years.

Personal Needs
(new):

Maximum 1 year, to be granted only once.

Relocation of
Spouse (new):

Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Leave with Pay for Family Related Responsibilities: Maximum of 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member (including children of legal or common-law spouse) for medical or dental appointments or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of sick member of the employee's family (new). To a male employee, up to 1 day for needs directly related to the birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).

NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of Spouse clauses, is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.

Meal Allowance: \$4 (\$3.50) for Canadian Penitentiary Services.

Severance Pay: On retirement, when entitled to an immediate annuity or allowance under the Public Service Superannuation Act, 1 week's pay for each complete year of continuous employment, to a maximum of 28 weeks. (The requirement that employees eligible for a retirement benefit be 55 or over to receive severance pay was dropped.)

LOCAL ADMINISTRATION

Ottawa City Board of Commissioners of Police - Police Association (Ind.) (545 police personnel): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/82
	General Increase	11.5%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$23,772 (\$21,320)
	Police Constable (1st Class)	\$30,105 (\$27,000)
	Senior Staff Sergeant	\$39,813 (\$35,707)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 15 working days after 1 year's service, 20 after 10 years, 21 after 14 years, 22 after 15 years, 23 after 16 years, 24 after 17 years, 25 after 18 years and 30 after 25 years (unchanged).

Health and Welfare: Long Term Disability - Coverage is equal to 66 2/3% (60%) of salary to a maximum benefit of \$2,000 (\$1,000).

Plain Clothes Allowance: \$685 (\$650) annually.

Sudbury City Corporation - Locals 6 (2 units, airport and outside employees), 207 (office, clerical and technical employees), and 1662 (Transit Department), Canadian Union of Public Employees (CLC): Four 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, covering 365 employees, settled with mediation assistance during a work stoppage for the outside employees and with mediation assistance only, for the other units. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/82	Jan. 1/83
Increases		13% for Locals 207 and 1662; \$1.14 for Local 6	13% non-compounded for Locals 207 and 1662; \$1.14 for Local 6
Additional Adjustments		13¢ for Maintenance Man in Public Works, 44¢ for Mechanic "A" in Local 6 (outside), 3¢ for Mechanic "A" in Local 6 (airport) and 49¢ for Mechanic Lead Hand	
<u>Local 6 (airport)</u>			
Labourer		\$9.26 (\$8.12)	\$10.40
Mechanic "A"		\$11.75 (\$10.58)	\$12.89
<u>Local 6 (outside)</u>			
Labourer - Permanent		\$9.28 (\$8.14)	\$10.42
Mechanic "A"		\$11.75 (\$10.17)	\$12.89
<u>Local 207</u>			
Group 1 (includes Clerk-Typist Trainee)		\$6.05-\$7.16 (\$5.35-\$6.34)	\$6.75-\$7.98
Group 14 (includes Senior Computer Programmer)		\$12.76-\$15.65 (\$11.29-\$13.85)	\$14.23-\$17.45
<u>Local 1662</u>			
Labourer		\$9.35 (\$8.21)	\$10.49

	Jan. 1/82	Jan. 1/83
Mechanic "A"	\$11.75 (\$10.61)	\$12.89

Previous rates reflect a 69¢ COLA fold-in.

Probationary period is 6 months. Maximum rates for Local 207 are reached after 4 years.

Cost of Living
Provision:

Deleted.

Shift Premium:

0-26¢-32¢ (0-22¢-28¢).

Sunday Premium:

\$1.25 (\$1) per hour.

Bereavement
Leave:

Common-law spouse is added to the provision for 3 days' paid leave. 2 (1) days' paid leave for brother-in-law and sister-in-law.

Health and
Welfare:

Effective July 1, 1982, employer to implement Weekly Indemnity and Long Term Disability Plans, plus 6 days per year non-cumulative sick to replace present plans. (Existing cumulative sick leave credits to be frozen, and a letter of understanding to be provided regarding cash out.)

Weekly Indemnity - Employer pays 100% of premium costs. Benefit is 75% of base salary, payable on a 1-4-26 basis.

Long Term Disability - Employer pays 100% of premium costs. Benefit is 75% of base salary to age 65, or up to a maximum of 2 years if limited in own occupation, but able to perform other work.

Extended Health Care - Effective March 1, 1982, maximum claim for eye glasses is \$100 (\$80) every 24-month period. Effective January 1, 1983, \$120.

Dental Plan - Effective March 1, 1982, payments are based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1983, change to Blue Cross Plan # 9 (7).

Meal Allowance
(Locals 6 and
207):

\$5 (\$4).

Safety Shoe
Allowance:

\$45 (\$30) per employee per year.

Sudbury Regional Municipality - Locals 207 and 6, Canadian Union of Public Employees (CLC) (clerical, administrative, maintenance and service employees): Two 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, covering 282 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/82	Jan. 1/83
	Increases	\$1.14 for Local 6, 13% for Local 207	\$1.14 for Local 6, 13% non-compounded for Local 207
	Additional Adjustments	28¢ for Hoisting Operator, 44¢ for Licensed Electric- ian and Mechanic, and 25¢ for Motor Fuels and Weigh Scale Clerk	
	<u>Local 207</u>		
	Effective		
	Group 1 (includes Clerk-Typist Trainee)	\$6.05-\$7.16 (\$5.35-\$6.34)	\$6.75-\$7.98
	Group 14 (includes Engineering Assist- ant 3)	\$12.76-\$15.65 (\$11.29-\$13.85)	\$14.23-\$17.45
	<u>Local 6</u>		
	Labourer	\$9.28 (\$8.14)	\$10.42
	Licensed Electrician	\$11.75 (\$10.17)	\$12.89
	Previous rates reflect a 69¢ COLA fold-in.		
	Probationary period is 6 months. Maximum rates are reached after 4 years.		
Cost of Living Provision:	Deleted.		
Shift Premium:	0-26¢-32¢ (0-22¢-28¢).		
Sunday Premium (Local 6):	\$1.25 (\$1) per hour.		
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave. 2 (1) days' paid leave for brother-in-law and sister-in- law.		
Health and Welfare:	Effective July 1, 1982, employer to implement Weekly Indemnity and Long Term Disability Plans, plus 6 days per year non-cumula- tive sick leave to replace present plans. (Existing cumulative sick leave credits to be frozen).		
	<u>Weekly Indemnity</u> - Employer pays 100% of premium costs. Benefit is 75% of base salary, payable on a 1-4-26 basis.		

Long Term Disability - Employer pays 100% of premium costs. Benefit is 75% of base salary to age 65.

Extended Health Care - Effective March 1, 1982, maximum claim for eye glasses is \$100 (\$80) every 24-month period. Effective January 1, 1983, \$120.

Dental Plan - Effective January 1, 1983, change to Blue Cross Plan # 9 (7).

Meal Allowance: \$5 (\$4).

Safety Shoe Allowance: \$45 (\$30) per employee per year.

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A):
A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 344 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/82	Aug. 1/82
	General Increases	8%	2.2%
	Classification Adjustment	Police Constable 4th Class reclassified to 4th Class Level I and 4th Class Level II	
	Police Constable 4th Class (Level II) (New)	\$20,993	\$20,993
	Police Constable 1st Class	\$29,160 (\$27,000)	\$29,802
	Staff Inspector	\$41,950 (\$38,843)	\$42,873

Off-Duty Employment Pay: Constable - \$14.50 (\$13) per hour with a minimum charge of \$43.50 (\$39) or \$21.75 (\$19.50) with a minimum charge of \$65.25 (\$58.50) when liquor is present. Sergeant - \$15.75 (\$14.25) per hour with a minimum charge of \$47.25 (\$42.75) or \$23.50 (\$21.50) with a minimum charge of \$70.50 (\$64.50) when liquor is present.

Paid Vacation: 5 weeks after 18 (20) years' service and 6 weeks after 25 (30) years.

Court Time-Charged Members: A member, charged by a member of the public with an offence under the Criminal Code of Canada as a result of a job related incident shall, upon dismissal or withdrawal of the charge(s) be credited with court time and receive the appropriate pay thereof, for any arraignment and subsequent trial he was required to attend in answer to such charge(s) (new).

ADDENDUM

September 1981 Settlements

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC): A 22-month renewal agreement effective from November 23, 1980 to September 15, 1982, covering 200 employees, settled by arbitration in September, 1981. Duration of negotiations - 11 months.

Wages:	Effective	<u>Nov. 23/80</u>	<u>Nov. 1/81</u>
	General	\$1.15	*
	Increases		
	Additional	20¢ for trades-	20¢ for trades-
	Adjustments	men and maint- enance general	men and maint- enance general
	Hospital Aide	\$6.643-\$6.851 (\$5.493-\$5.701)	\$7.086-\$7.308
	R.N.A.	\$7.382-\$7.670 (\$6.232-\$6.520)	\$7.874-\$8.181
	Carpenter	\$8.089-\$8.539 (\$6.739-\$7.189)	\$8.828-\$9.308
	Effective	<u>Nov. 23/81</u>	<u>Apr. 1/82</u>
	General	75¢	40¢
	Increases		
	Additional	20¢ for trades-	
	Adjustments	men and maint- enance general	
	Hospital Aide	\$7.836-\$8.058	\$8.236-\$8.458
	R.N.A.	\$8.624-\$8.931	\$9.024-\$9.331
	Carpenter	\$9.778-\$10.258	\$10.178-\$10.658

*Increase is the result of the reduction in hours of work.

Probationary period is 2 months. Maximum rates are reached after 2 annual increases.

UIC Rebate (new): Effective in December of each year, employee to receive the cash equivalent of the monetary savings the hospital receives from the UIC reduced premium plan.

Hours of Work: Effective November 1, 1981, 7 1/2 (8) hours per day or 37 1/2 (40) hours per week.

Shift Premium: 0-\$2.00-\$2.00 (0-\$1.65-\$1.65).

Acting Pay: Employee receives 10% of regular rate if assigned to a higher paying classification outside the bargaining unit for 3 consecutive shifts or more (new).

Paid Vacation: Effective September 15, 1981, 3 weeks after 3 (4) years' service, 4 weeks after 10 (12) years and 5 weeks after 20 (22) years.

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 50% of premium costs.

Dental Plan - Employer pays 75% (50%) of premium costs. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

CONSTRUCTION

Pipe Line Contractors Association of Canada - Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 211 employees, settled at the bargaining stage in September, 1981. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>		
	<u>Mainline Pipeline</u>				
	General Increases	\$3.50	\$3.00		
	Pickups, Pilot Car or Truck	\$14.67 (\$11.17)	\$17.67		
	Lowbed Driver	\$16.17 (\$12.67)	\$19.17		
	<u>Distribution and Gathering Systems</u>				
	Effective	<u>May 1/81</u>	<u>Oct. 1/81</u>	<u>May 1/82</u>	<u>Oct. 1/82</u>
	General Increases	\$1.20	50¢	\$1.00	75¢
	Flat Beds	\$11.13 (\$9.93)	\$11.63	\$12.63	\$13.38
	Lowbeds	\$11.86 (\$10.66)	\$12.36	\$13.36	\$14.11

Shift Premium: Effective May, 1982, 10% for work on Mainline Pipelines.
(new):

Overtime Pay: Double time after 10 hours per shift and for all hours worked on Sunday for work on Mainline Pipelines. (Previously, time and one-half after 8 hours per shift and on Sunday).

Reporting Pay: Effective September 1, 1981, 5 (4) hours' pay if employee works not more than 4 hours and is prevented from completing a day's work. Maximum 10 hours' pay for any employee who performs more than 4 hours work and is then prevented from completing a day's work, when working on jobs set up on more than 8 hours per day (new).

Paid Holidays:	The first Monday in August is added for a total of 10 days, for work on Mainline Pipelines.
Waiting Time (new):	Effective September 1, 1981, employee working on Mainline Pipelines receives a lump sum payment based on the equivalent of 5 hours' pay for any working day lost during the regularly scheduled work week.
Health and Welfare:	Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1982, 95¢.
Pension Fund:	Employer contributes 85¢ (60¢) per hour worked. Effective May 1, 1982, \$1.10.
Coverall Allowance (new):	Employer pays 5¢ per hour of work performed for Fuel Truck Drivers.
Mileage Allowance:	25¢ per highway kilometer (road mile).
Subsistence Allowance:	\$60 (\$35) per calendar day for work on Mainline Pipelines. Effective May 1, 1982, \$70. Effective November 1, 1982, \$75. \$50 (\$35) per working day on Distribution and Gathering Systems. Effective May 1, 1982, \$60. Effective May 1, 1982, employee required to work 325 km. or more away from point of hire receives subsistence allowance on a calendar day basis.
Travel Expense:	20¢ per highway kilometer (25¢ per highway mile). Effective May 1, 1982, 25¢ per highway kilometer. Eligibility for reimbursement of travel expense to the job is 15 (21) days on the job or at job completion, whichever occurs first. 1 hours' pay at straight time, per day and a minimum of \$100,000 accidental death insurance for employee transported by helicopter to and from work on the jobsite or from the warehouse (new).
Fire Insurance:	Maximum \$750 (\$600) on personal effects.

November 1981 Settlement

MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada, Ltd. at Nepean
- Salaried Employees Alliance (Ind.): A 24-month renewal agreement effective from November 1, 1981 to October 31, 1983, covering 211 employees, settled at the bargaining stage and ratified in November 1981. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/81	Nov. 1/82
General Increases		8.5%	7.5%
Merit Pool		8.0%	7.0%
		of the base engineering payroll as at September 30, 1981	of the base engineering payroll as at September 30, 1982

Sample wage rates are not available.

Paid Vacation:	3 weeks after 3 (5) years' service and 4 weeks after 10 (12) years.
Bereavement Leave:	Up to 1 day's paid leave (new) to attend the funeral of employee's grandparent, son-in-law, daughter-in-law or sister-in-law. An additional 2 days may be authorized where extensive travel is required for the funeral of a father, mother, husband, wife, child, brother or sister and guardian, providing the guardian has acted in place of a parent (new).
Health and Welfare:	<u>Life Insurance</u> - Maximum optional coverage equals two times annual salary (new). \$2,000 (\$1,000) coverage for spouse and \$1,000 (\$500) for dependent. <u>Dental Plan</u> - Payments are based on the 1982 (1978) Ontario Dental Association fee schedule.
Pension Plan:	A Joint Committee to be established to review the current plan and formulate recommendations by June 30, 1982.

December 1981 Settlements

TRANSPORTATION

Overland Express Ontario, formerly Overland Western, at Toronto and other centres - Locals 141, 879, 880 and 938 - Teamsters (Ind.) (600 employees):
A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, settled at the bargaining stage and ratified in December, 1981. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases	\$1.25	\$1.00
	<u>Hourly Rates (Top rates after 60 days)</u>		
	Dockman	\$11.79 (\$10.54)	\$12.79
	Checker	\$11.88 (\$10.63)	\$12.88
	Driver	\$11.89 (\$10.64)	\$12.89

Previous rates reflect a 25¢ general wage increase effective January 1, 1982.

Cost of Living Allowance: 10¢ adjustment for each 1% increase in the Consumer Price Index - 1971=100, triggered at 5% using September 1982 as the base period for the first year and September 1983 as the base period for the second year. Any amount forthcoming will be paid monthly as a lump sum payment. (Basic formula is unchanged).

Hours of Work: 40 per week (unchanged).

Health and Welfare: Employer Contribution - \$117 (\$102) per month per eligible employee.

Pension Plan: Employer Contribution - \$205 (\$185) per month per eligible employee.

HEALTH AND WELFARE SERVICES

Riverdale Hospital, Toronto - Local 79, Canadian Union of Public Employees (CLC)
(nurses and paramedic employees): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 246 employees, settled at the bargaining stage and ratified in December, 1981. Duration of negotiations - 10 1/2 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Apr. 1/81</u>
	Adjustment	Upgrading adjustment for Dietitian to Group 2 (4)	

Monthly Rates

Graduate Nurse* (0-7 years)	\$1,787 (\$1,393-\$1,615)	\$1,845
Speech Therapist 0-5 years	\$1,557-\$1,813 (\$1,420-\$1,638)	\$1,616-\$1,872
Registered Nurse 0-7 years	\$1,590-\$1,855 (\$1,450-\$1,676)	\$1,650-\$1,915
Effective	<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
Graduate Nurse*	\$2,009	\$2,086
Speech Therapist 0-5 years	\$1,838-\$2,128	\$1,911-\$2,213
Registered Nurse 0-7 years	\$1,820-\$2,085	\$1,900-\$2,165

*Future increases will continue to be at a wage rate that is equivalent to 96.4% of the top step of the Registered Nurse rate. As of December 31, 1983, the Graduate Nurse classification will be deleted and any employee who has not qualified as a Registered Nurse or a R.N.A. will be reclassified into a position equal to the top rate of the Nursing Attendant, as set out in the service unit agreement. Increases negotiated after December 31, 1983 will not affect their wage rate until the top step of the Nursing Attendant rate equals or exceeds their December 31, 1983 wage rate.

Shift Premium: Effective December 15, 1982, 0-\$2.10-\$2.10 (0-\$1.85-\$1.85) per shift.

Responsibility Allowance: 40¢ per hour for Registered Nurse when assigned to direct, supervise or oversee work of Registered Nurses and/or overall responsibility for patient care on the unit, ward or area for a tour of duty.

Paid Vacation: 4 weeks after 3 (4) years' service.

Negotiations in Progress during February 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Adams Mine and Sherman Mine, Cliffs of Canada Ltd., Boston Twp. and Temagami	Steelworkers (AFL-CIO/CLC)	788	B
Amoco Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260	B
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers	350	CO
Atlas Steels (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers (Ind.) (hourly rated empls.)	1,840	B
Automotive Hardware Ltd., Automatic Screw Machine Products Ltd. and Federal Bolt and Nut Corp. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	335	MED/W
Bata Engineering (Div. of Bata Industries Ltd.), Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	260	B
Bilt-rite Upholstering Co. Ltd., Toronto	Upholsterers (AFL-CIO/CLC)	350	CO
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CLC)	270	MED
CFTO-TV Ltd., Toronto	Broadcast Employees (NABET) (CLC)	400	CO
Canada Cycle and Motor Co. Ltd., Weston	Auto Workers (AFL-CIO/CLC) (production empls.)	500	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	255	B
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	335	B
Canron Inc. (Ingot Mould Foundry), Hamilton	Steelworkers (AFL-CIO/CLC)	224	B
Canteen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	CO
Canwirco Inc., Simcoe	Steelworkers (AFL-CIO/CLC)	250	B
Carleton Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	282	MED/W
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	630	MED/W
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors)	600	B

* See page 103 for definition of codes.

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
leton University, Ottawa	CUPE (CLC) (part-time, non-graduate teachers)	600	C0
rier Canada Ltd., Bramalea	Sheet Metal Workers (AFL-CIO/CLC)	230	B
anese Inc., Millhaven	Energy and Chemical Workers (CLC)	675	B
tified Brakes - Lear Siegler Co. Certified Automotive Products (Central) Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	710	C0
ncil of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525	B
thers Ltd., Toronto	Auto Workers (AFL-CIO/CLC)	210	C0
iamond Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	230	B
epster's Bread - Div. of Cor- porate Foods Ltd., Toronto	Teamsters (Ind.)	275	C0
itar Inc. (Domtar Construction Materials/Gypsum Products), aledonia	Steelworkers (AFL-CIO/CLC)	220	C0
ham Board of Education	CUPE (CLC)	365	B
ectrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000	B
ly Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	217	C0
bicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	500	C0
bicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
endicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls., full-time and part-time)	2,945	ARB
alconbridge Nickel Mines, Falconbridge	Steelworkers (AFL-CIO/CLC)	540	C0
restone Steel Products of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	430	WS
aser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Emps.	Neg Sta
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	MED/
Government of Canada (Treasury Board), Ottawa**	Professional Assn. of Foreign Service officers (Ind.) (foreign service group)	960	B
Government of Canada (Treasury Board), province-wide**	Professional Institute (Ind.) (physical sciences group)	202	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	245	CO
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit and salaries empls.)	770	B
H.J. Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL- CIO/CLC)	1,180	B
Inco Ltd. (Inco Metals Co.), Sudbury	Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640	B
Inco Ltd. (Inco Metals Co.), Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	735	B
Kendall Canada, Toronto	Steelworkers (AFL-CIO/CLC)	500	B
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	740	B
Labourers Employer Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	B
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC) (production empls.)	800	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	350	MED
Leigh Instruments Ltd., Waterloo	Auto Workers (AFL-CIO/CLC) (production empls.)	500	PCB
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	210	CO

**Federal jurisdiction

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	MED
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	300	C0
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	C0
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.) (Units A, B and C)	1,120	ARB
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	ARB
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	B
Midas Canada Inc. and Midas Manufacturing Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
Modern Building Cleaning (Div. of Dustbane Enterprises), Toronto	CUPE (CLC)	330	B
National Capital Road Builders Assn.	Int'l Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC) (communications officer, computer systems administration)	330	B
National Research Council of Canada**	Research Council Employees (Ind.) (clerical and regulatory empls.)	320	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	C0
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	C0
North York City Corp.	CUPE (CLC) (outside, inside and dental hygienists)	1,230	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B

*Federal jurisdiction

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Northern Telecom Canada Ltd. (Telephone Distributing House- Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	850	MED
Northern Telecom, Belleville, Bramalea, Kingston and London	Auto Workers (AFL-CIO/CLC) (office, clerical and technical empls.)	1,150	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	CO
Ontario Government (Working Condi- tions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classi- fied public servants)	56,125	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical ser- vices category)	10,100	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general opera- tional services category)	4,450	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office ser- vices category)	7,200	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	MED
Ontario Housing Corp. and other Housing Authorities, province- wide	CUPE (CLC) (office and maintenance empls.)	1,035	MED
Ontario Hydro, province-wide	CUPE (CLC) (salaried & hourly rated empls.)	15,200	B

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (graduate assistants, part-time)	325	C0
ario Jockey Club (Standardbred Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	285	B
ario Jockey Club (Thoroughbred Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	350	B
ario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	875	B
ario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	250	B
ario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	6,500	B
tawa Board of Education	CUPE (CLC) (office empls.)	500	C0
tawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	B
tawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
tawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	ARB
tawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	MED
xford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	MED
el Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
aker Oats Co. of Canada Ltd. (Pet Food Div.), Trenton	Food and Commercial Workers (AFL-CIO/CLC)	240	B
oyal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	750	B
. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
arborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	750	MED
arborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387	C0

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Scarborough Borough Corp.	CUPE (CLC)	450	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580	B
Silknet Ltd., Cambridge	United Textile Workers (AFL-CIO/CLC)	200	B
Simcoe County Board of Education	CUPE (CLC)	366	CO
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	MED
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Thunder Bay City Corp.	CUPE (CLC)	305	CO
Thunder Bay City Police	Police Assn. (Ind.)	215	B
Toronto City Board of Education	CUPE (CLC)	401	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	B
Toronto City Board of Education	Council of Trade Unions	380	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC)	212	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Hotels Extra Waiters	Hotel Employees (AFL-CIO/CLC)	350	B
Toronto Star Newspapers Ltd.	Printing and Graphic Union (AFL-CIO/CLC)	332	B
Trane Co. of Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	204	CO
Union Carbide Canada (Carbon Products), Welland	Electrical Workers (UE) (CLC)	500	B

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ited Co-operatives of Ontario (Tend-R-Fresh Plant), Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	225	B
ited Parcel Service Canada Ltd., province-wide	Teamsters (Ind.)	324	CO
ctoria Hospital Corp. and others, southwestern Ontario	Service Employees Intl. (part-time, non-medical empls.)	1,208	ARB
lcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
stinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	350	B
ndsor City Board of Education	CUPE (CLC)	235	CO
ndsor Western Hospital Centre Inc. (Riverview Unit) and (I.O.D.E.) Unit) and three other hospitals, Windsor	Service Employees Intl. (AFL-CIO/CLC)	1,124	B
orkmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	ARB
ork Borough Board of Education	CUPE (CLC)	234	CO
ork Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	B
ork Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	280	B
<u>More Than One Province</u>			
itibi-Price Inc. and subsidiaries, Ont., Que. and Nfld.	Cdn. Paperworkers (CLC) (mill empls.)	5,650	B
ir Canada, system-wide**	Machinists (AFL-CIO/CLC) (mainte- nance, customer service and purchasing and supply branches	7,990	B
all Canada, Que. and Ont.**	Communications Workers (CLC) (craft and service, traffic operators and dining service empls.)	23,205	B

*Federal jurisdiction

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,700	B
CN/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.) and Railway Clerks (AFL-CIO/CLC)	2,820	B
CN Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,005	B
CN Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, etc.)	7,610	B
CP Rail, system-wide**	Locomotive Engineers (Ind.)	1,910	B
CP Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, etc.)	5,435	B
Canada Packers Inc., Canada-wide (except Nfld., N.S. and N.B.)	Food and Commercial Workers (AFL-CIO/CLC)	5,600	B
Canada Post, Canada-wide**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,450	B
Canada Post, Canada-wide**	Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	2,252	B
Gainers Ltd., Ont., Alta., B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,300	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	2,210	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,340	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	595	B

**Federal jurisdiction

Negotiations in Progress during February 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,400	B
Paple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	500	CO
Northern Telecom, Belleville, Bramalea, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (AFL-CIO/CLC) (hourly-rated empls.)	2,400	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL-CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	B
Joseph E. Seagram & Sons Ltd. and subsidiaries, Ont., Que., N.B., and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	635	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1982

Employer and Location	Union	No. Em.
Air Canada, province-wide	Machinists (AFL-CIO/CLC)	2,
Bata Engineering (Div. of Bata Industries Ltd.), Intercity	Machinists (AFL-CIO/CLC)	
Blackstone Industrial Products, Stratford	Auto Workers (AFL-CIO/CLC) (production and maintenance empls.)	
C & M Products Ltd., Markham	Steelworkers (AFL-CIO/CLC)	
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	
Cliffs of Canada (Adams Mine), Kirkland Lake	Steelworkers (AFL-CIO/CLC)	
Cliffs of Canada (Sherman Mine), Temagami	Steelworkers (AFL-CIO/CLC)	
Cornwall Spinners Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	
Durham Board of Education	CUPE (CLC)	
Falconbridge Nickel Mines, Falconbridge	Steelworkers (office, clerical and technical empls.)	
Goldcrest Furniture Ltd., Toronto	Can. Industrial Employees (CCU)	
Government of Canada, province-wide	Professional Assn. of Foreign Service Officers (Ind.) (foreign service group)	
Government of Canada, province-wide	Professional Institute (PIPS)(Ind.) 1, (engineering and land survey group)	
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	
Greb Industries Ltd., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	
Hamilton Street Railway Co., Hamilton	Transit Union (AFL-CIO/CLC) (transit and salaried empls.)	
International Parts (Canada) Ltd. (International Parts Manufacturing Ltd.) Toronto	Steelworkers (AFL-CIO/CLC)	

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1982 (cont'd)

Employer and Location	Union	No. of Empls.
rr-Addison Mines Ltd., /irginiatown	Employees' Assn. (Ind.)	345
llhaven Fibres Ltd., (Millhaven Works), Ernestown	Energy and Chemical Workers (AFL-CIO/CLC)	675
tional Defence, Communications Security Establishment, Ottawa	Public Service Alliance (CLC)	330
rth York City Hydro-Electric Commission	CUPE (CLC)	215
tario Hydro, province-wide	CUPE (CLC) (salaried and hourly rated empls.)	15,200
tario Hydro, province-wide	Office Employees (AFL-CIO/CLC)	260
tawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	800
aker Oats Co. of Canada Ltd. (Pet Food Div.), Trenton	Food and Commercial Workers (AFL-CIO/CLC)	240
. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees Intl. (AFL-CIO/CLC)	365
lvation Army Grace Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC)	250
arborough Borough Public Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	249
mmons Ltd., Brampton	Electrical Workers (UE) (CLC)	200
ronto and Vicinity Ready Mix Companies	Teamsters (Ind.)	275
ronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200
nion Carbide Canada Ltd. (Carbon Products), Welland	Electrical Workers (UE) (CLC)	500
ited Cooperatives of Ontario (Tend-R-Fresh Plant), Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	225
indsor Metropolitan General Hospital	Service Employees Intl. (AFL-CIO/CLC)	200
indsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	200
indsor Western Hospital Centre (I.O.D.E. Unit)	Service Employees Intl. (AFL-CIO/CLC)	257

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Labour Canada Travail Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MARCH 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in March 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in April 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

April 29, 1982

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Highlights

Northern Telecom Canada Settlements. Two separate bargaining sessions between Northern Telecom Canada and the United Auto Workers (UAW) were concluded in late March with settlements ending strikes that shut down for 9 days the company's plants in four Ontario centres and St. John, New Brunswick. The parties negotiated for a renewal of two master agreements having a common expiry date of February 25, 1982 and covering a total of 5,815 factory and office employees within the Northern Telecom chain in the two provinces. A subsidiary of Bell Canada, the company produces telephone and related electronic equipment, cables, wires and components for communication systems.

During the course of bargaining the hourly-rated and salaried units co-ordinated their efforts in order to win improvements in several areas including wages, paid holidays and vacations, pensions, maternity benefits and contract language. Despite a recessionary economic climate, the union was in a favourable bargaining position, as the company has been showing substantial profit increases since the last round of contract talks in 1979.

The eventual settlements, which extended the existing master agreements to February 24, 1985, were overwhelmingly endorsed in separate ratification votes by the production workers, skilled tradesmen and the clerical and technical employees. Both contracts contained similar economic improvements, with initial wage increases retroactive to February 26, 1982 for all employees actively at work on the date of ratification and with the new wage schedules coming into effect in early April.

The new agreement for the 4,450 plant workers in Belleville, Brampton, Kingston, London and St. John, N.B. provided a three-step general wage increase totalling \$1.15 per hour plus a skill factor adjustment for certain production grades of up to 35 cents per hour. The 100 skilled tradesmen in the bargaining unit were given an extra 80 cents per hour over the three years. In addition, \$1.95 of the existing COLA float was incorporated into the base rates in three equal installments of 65 cents on each anniversary date of the contract. The present quarterly COLA payments were continued with the adjustment factor reduced from .34 to .33 and .30 in each of the last two years of the agreement, respectively. Other negotiated changes included improved shift premiums, a new provision for a sixth week of vacations, a new cost-shared vision care plan, an extended dental plan coverage, as well as upgraded group life insurance, long term disability and pension benefits.

The union also achieved the first paid maternity leave in a combined factory-office setting, based on that won earlier by postal workers and Bell Canada employees. The new clause provided a 17-week leave effective in January 1984, with unemployment insurance and the company making up 75 per cent of normal wages. The company also agreed to cover the full cost of OHIP premiums during the 17 weeks of absence. A Video Display Terminal protection clause, allowing a pregnant employee to request a transfer from work on VDT without loss of pay, was also negotiated. Another first for the UAW was a new parental leave, with either parent having the right to an unpaid leave after adopting a child.

The salaried employees' contract, covering 1,365 office staff at Northern Telecom plants in the four Ontario cities, differed in detail but provided monetary and fringe benefit improvements comparable to those gained by the production unit. In addition to the COLA fold-in and the upgraded COLA formula, it called for three successive salary increases of 5, 4 and 3 per cent at the maximum of a grade, with skills factor adjustments adding up to an extra 2.5 per cent in the first contract year and 1.5 per cent in each of the remaining two years. In addition, the removal of merit steps in pay schedules will result in employees reaching the maximum grade level automatically after working a 12 month period in the same grade.

The UAW settlements paved the way for the conclusion of two other concurrent but separate sets of negotiations at Northern Telecom. The talks affected about 2,000 members of five locals of the Communications Workers of Canada (CWC) and some 500 members of the Canadian Union of Communication Workers (CUCW).

The CWC represents Ontario and Western Region installers and also plant workers in Regina, Calgary, Toronto and Aylmer, Quebec. Three of the present CWC contracts were scheduled for renewal at the end of October and the remaining two on December 31, 1981. The union entered the talks with a firm decision to tightly coordinate its bargaining strategy and to conduct all negotiations at a common table, regardless of the different expiry dates of the contracts involved. The CWC's bargaining program was basically similar to that of the UAW, with the key issues in dispute being the right to nation-wide bargaining and wage parity with plant workers at other company locations. Following the company's refusal to bargain jointly, the talks were conducted at separate tables. In a nation-wide strike vote conducted in mid-March, 89 per cent of the workers favoured strike action in order to obtain a satisfactory offer on the main issues. The installers walked out on a wildcat strike before the March 30 strike deadline and a week later were joined by the remaining plant units, after they rejected the management's offer for wage increases of 5, 4 and 3 per cent over three years with maintenance of a COLA provision. In early May, renewed negotiations resulted in tentative agreements which have since been ratified by all of the bargaining units.

The CUCW, acting on behalf of the Eastern Region installers, covered by a contract due to expire on February 25, 1982, reached a new settlement at the same time. The ratification procedure was finalized by May 7 and with the acceptance of that contract the current round of major negotiations at Northern Telecom was concluded.

Bell Canada Settlements. The 1981 contract negotiations at Bell Canada involved two unions acting on behalf of over 43,000 non-managerial staff largely employed at the company's operations in Ontario and Quebec. Of the five separate contracts, all of which opened for renewal last November, three covered about 20,000 clerical and communications sales employees, represented by the Canadian Telephone Employees' Association (CTEA) at Bell

Canada and its subsidiary Tele-Direct (Publications). The remaining two contracts involved 7,200 operators and dining service employees and 15,700 craft and services technicians, both groups represented by the Communications Workers of Canada (CWC).

The CTEA opened the separate negotiations last June with a proposal for one-year renewal agreements including provisions that would establish clerical salaries in relationship to skilled wages in outside industries and within the company. The association argued that last year's general increase of 10.2 per cent left CTEA members well behind the inflation rate and increased an existing gap between craft and clerical wage rates. The CTEA was also seeking a number of other changes in provisions related to overtime, premium payments, leisure time and promotional treatment, and was committed to eventual implementation of the principle of equal pay for work of equal value.

Parallel to the salary negotiations, the parties were involved in a consultative process which dealt separately with improvements in the company's benefit program. In consequence, both Bell Canada and Tele-Direct agreed to introduce at the end of August 1981 a new vision care plan and improvements in dental care, pension, disability benefit and life insurance plans for the three CTEA bargaining units.

Terms of the new collective agreements, reached at the direct bargaining stage, were ratified by mid-December 1981 by the 19,387 clerical and associated employees at Bell Canada and Tele-Direct, and by February 23, 1982 by Bell's 625 communications sales employees. The two Bell Canada agreements covered two-year terms beginning on the respective ratification dates. They provided a general salary increase of 12 per cent plus adjustments for intermediate clerks, paid retroactively to December 1, the day after the previous contracts expired. A further salary increase of 11 per cent supplemented by a new COLA clause triggered at 12 per cent was provided in the second year. The contracts also called for shorter qualification periods for annual vacations. [For details of the two settlements see pp. 755 and 63 of the December 1981 and February 1982 issues of this report, respectively].

At Tele-Direct, the 387 clerical and associated employees in Toronto and five other Ontario centres accepted a 25 month contract, ending January 21, 1984, which included a two-step salary increase of between 23 and 30 per cent, but without the cost-of-living protection clause. The employees also gained improvements in vacation provisions and a number of new clauses dealing with compensation for overtime, holiday work and attendance at post-negotiation meetings during working hours. [See p. 767 of the December 1981 issue of this report for more details].

The CWC-Bell Canada negotiations to renew agreements for the Operator Services and Dining Services unit (expired November 24, 1981) and the Craft and Services unit (expired a week later) began last fall and were conducted on a joint basis for the first time. The two groups did not bar-

gain jointly in the past because in the summer of 1979, when the CWC was first certified to represent the operators and cafeteria employees, the tradesmen and technicians' negotiations were already in progress.

In preparation for the current round of talks, the CWC members approved a joint ratification procedure, meaning that future settlements had to be accepted or rejected by a majority of total votes cast. Also, the union's bargaining proposals for the joint negotiations have been arranged in ten packages of related issues, with such items as wages, benefits, union security, discipline and grievances, health and safety and miscellaneous contract changes assigned as common issues to be negotiated at the central table. The remaining four packages, dealing with wage adjustments, job security, seniority and hours of work and leisure time, were designated for separate negotiations by each of the bargaining units. The most contentious issues in dispute became the wage package (with the union calling for a two-year contract that would establish wage parity with the B.C. Telephone Co. workers and continue the existing COLA escalator), as well as a proposal for a 20-week paid maternity leave as part of the benefit package.

Following seven months of direct bargaining, the parties reached a satisfactory settlement which was ratified in late March by a 78 per cent affirmative vote. The 32-month settlement, modelled in many respects along the lines of the earlier CTEA pacts, produced two separate agreements fully retroactive to the respective expiry dates of the previous contracts. The agreements provided successive general wage increases of 12, 11 and 10 per cent in each of the three years, with an extra \$10 per week on June 1, 1983 for operators and dining service employees paid at the top rates. In addition, cost-of-living adjustments, triggered at 12 and 11 per cent in the second and third contract years respectively, will eventually be incorporated into the wage rates near the end of each of the 12-month calculation periods. A similar formula in the last CWC contracts was triggered at 8 per cent and produced a 4.8 per cent adjustment which was included in the wage rates in September 1981.

The new contracts also included improvements in the existing benefits, such as increased tour differentials, better vacation scheduling in 1983, higher travel, Northern, and safety footwear allowances and upgraded technological change provisions. The latter involved bringing termination allowances in the two contracts to a uniform level and increasing them for employees with over 25 years of seniority. Other negotiated clauses involved a lay-off allowance plan supplementing UIC benefits, establishment of joint health and safety committees and a paid maternity leave plan which will be implemented in January 1984. The plan requires the company to make up the difference between the UIC maternity benefits and approximately 75 per cent of regular pay for the latter 15 of the 17 weeks of statutory maternity leave.

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FOOD AND BEVERAGE

Libby, McNeill & Libby of Canada, Division of Nestle Enterprises Limited at Chatham - Local 127, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1982 to January 31, 1985, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/82	Feb. 1/83	Feb. 1/84
General Increases		40¢	35¢	25¢
COLA Fold-in		\$1.52		
Skilled Trades Adjustments		10¢	10¢	5¢
Group 14 (Light Production)		\$9.22 (\$7.30)	\$9.57	\$9.82
Group 1 (includes Electrician)		\$12.06 (\$10.04)	\$12.51	\$12.81

Cost of Living Allowance: 1¢ per 0.4 change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.) Effective February 1, 1984, 1¢ per 0.35 change in the CPI.

Shift Premium: 0-3% (0-25¢).

Paid Holidays: 1 floating day is added for a total of 14 days.

Paid Vacation: 4 weeks after 12 (14) years' service. Effective February 1, 1984, 4 weeks after 10 years.

Health and Welfare: Weekly Indemnity - Benefit is 66 2/3% of regular earnings to a maximum of 60% of UIC maximum earnings level. Maximum benefit period for employee with 8 years' service or more is 2 weeks per year of service to a maximum of 52 weeks. (Previously, no earnings maximum and no 15-week minimum benefit period.)

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective February 1, 1983, \$12. Effective February 1, 1984, \$13.

Supplementary Benefit - \$5.50 (\$5.00) per month per year of service. Effective February 1, 1983, \$6.00. Effective February 1, 1984, \$6.50.

Safety Shoe Allowance: \$30 per year. (Previously, \$10 twice per year.)

WOOD

Dubreuil Brothers Limited at Dubreuilville - Employees' Association (Ind.): A
24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Sept. 1/82</u>
	Increases	73¢ for time-workers; 10% for piece-workers	90¢ for time-workers
	Skilled Trades Adjustments	20¢ for Bush Mechanic; 25¢ for Journeyman	10¢ for Journeyman
	Additional Adjustment	1¢ K.F.F. bonus	
	General Labour	\$9.14 (\$8.41)	\$10.04
	Mechanic Class A	\$11.68 (\$10.70)	\$12.68
	Effective	<u>Mar. 1/83</u>	<u>Apr. 1/83</u> <u>Sept. 1/83</u>
	Increases	42¢ for time workers	10% for pieceworkers To be determined
	General Labour	\$10.46	
	Mechanic Class A	\$13.10	
Shift Premium:	0-26¢-28¢ (0-20¢-25¢). Effective September 1, 1982, 0-28¢-30¢.		
Paid Vacation:	5 weeks (new) after 21 years' service.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$20,000 (\$15,000) coverage.		
	<u>OHIP</u> - Employer pays 100% of premium costs. (Previously, \$40 married coverage and \$20 single.)		
	<u>Weekly Indemnity</u> - Benefit increases to \$230 (\$210) per week. Effective April 1, 1983, \$250.		
	<u>Long Term Disability</u> - Benefit increases to \$1,000 (\$600) per month up to 50% of gross earnings.		
	<u>Vision Care (new)</u> - Employer pays 100% of premium costs. Maximum claim for eyeglasses is \$80 per person every 2 years.		
	<u>Dental Plan</u> - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective April 1, 1983, the 1981 ODA fee schedule.		

FURNITURE AND FIXTURE

Bilt-Rite Upholstering Company Limited at Toronto - Local 30, Upholsterers

(AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 350 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	Increases:		
	Timeworkers	7%	9%
	Pieceworkers	5%	8%
	Additional Adjustments	Some new classifications	
	General Labour	\$5.39-\$5.61 (\$5.04-\$5.24)	\$5.88-\$6.11
	Upholsterer - Timeworker	\$7.02 (\$6.56)	\$7.65

Probationary period is 60 days for labourer (new), 90 days (previously 3 months) for learner and 30 days (previously 4 consecutive weeks) for all others. Maximum rate for General Labour is reached after 3 months.

Holiday Pay: Pieceworker receives the average piecework rate (base rate) for all designated holidays.

Vacation Pay: 7% (new) after 12 years' service for the third week only.

Health and Welfare: OHIP - Employer pays 100% of premium costs for employee with 30 days' service (previously 4 consecutive weeks).

PRIMARY METAL

Atlas Steels (Division of Rio Algom Ltd.) at Welland - Atlas Division, Canadian Steelworkers (Ind.) (1,600 production and maintenance employees):
A 36-month renewal agreement effective from February 17, 1982 to February 16, 1985, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 17/82</u>	<u>Feb. 19/82</u>	<u>Feb. 17/83</u>	<u>Feb. 17/84</u>
	COLA Fold-in	92¢	15¢*		
	General Increases	\$1.00		40¢	30¢
	Job Class Increment	15.7¢ (\$13.7¢)		17.7¢	18.7¢
	Job Class 3	\$10.494 (\$8.534)	\$10.644	\$11.084	\$11.404

	<u>Feb. 17/82</u>	<u>Feb. 19/82</u>	<u>Feb. 17/83</u>	<u>Feb. 17/84</u>
Job Class 22** (includes Electrician	\$13.477 (\$11.137)	\$13.627	\$14.447	\$14.957
Job Class 25 (includes Press Smith)	\$13.948 (\$11.548)	\$14.098	\$14.978	\$15.518

NOTE: Bonus rate in effect for certain employees.

* The first COLA adjustment made in advance by estimating 16¢ less 1¢ diversion (see Paid Education Leave) for the quarter October 1981 to January 1982, was folded into the wage structure effective February 19, 1982. Should the 16¢ estimate prove wrong, compensating adjustments will be made. (Previous formula similar except no diversion.)

** All tradesmen are paid 3 job classes higher than their classification. Electricians classified as Job Class 19, but paid Job Class 22.

Previous rates reflect \$1.25 COLA fold-in.

Cost of Living Allowance:	1¢ per 0.3 point change, calculated quarterly, based on the Consumer Price Index - 1971=100. (Previous formula similar except no diversion.)
Hours of Work:	40 per week (unchanged).
Shift Premium:	Effective February 17, 1983, 0-25¢-30¢ (0-20¢-25¢). Effective February 17, 1984, 0-30¢-35¢.
Paid Holidays:	10 days (unchanged).
Paid Vacation:	4 weeks after 9 (12) years' service and 5 weeks after 19 (21) years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 6 weeks after 25 years (unchanged).
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective March 12, 1982, \$25,000 (\$16,000) coverage. <u>Weekly Indemnity</u> - Effective March 12, 1982, benefits increase to UIC maximum (\$185). <u>Long Term Disability</u> - Effective March 12, 1982, \$450 (\$400) per month. <u>Optical Plan</u> - Effective March 12, 1982, maximum claim for eyeglasses is \$75 (\$40) every 2 years. <u>Dental Plan</u> - Payments are based on the 1982 (1979) Ontario Dental Association fee schedule. <u>Survivor Income (new)</u> - Effective March 12, 1982, \$250 per month.

Pension Plan: Basic Benefit - \$12 (\$7) per month per year of service prior to May 1, 1970 and \$17 (\$12) per month per year of service after May 1, 1970.

Early Retirement Supplement - \$11 (\$6) per month per year of service prior to May 1, 1970 and \$16 (\$11) per month per year of service after May 1, 1970.

Paid Education Leave (new): 1¢ per hour worked to be diverted from COLA for union courses.

Meal Allowance: \$5 (\$3).

Lake Ontario Steel Co. Ltd., at Whitby - Local 6571, United Steelworkers (AFL-CIO/CLC) (700 plant employees): A 36-month renewal agreement effective from February 28, 1982 to February 27, 1985, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 28/82	Feb. 28/83	Feb. 28/84
COLA Fold-in		\$2.28*		
General Increases		\$1.15	25¢	30¢
Job Class Increment		15.7¢ (13.7¢)	17.7¢	19.7¢
Job Class 1 (includes Labourer)		\$11.013 (\$7.583)	\$11.263	\$11.563
Job Class 16 (Skilled Trades base)		\$13.368 (\$9.638)	\$13.918	\$14.518
Job Class 18 (includes Electrician)		\$13.682 (\$9.912)	\$14.272	\$14.912

*The first adjustment made in advance by estimating 12% COLA for 1982, was folded into the wage structure, plus \$1.09 from previous agreement.

Cost of Living Allowance: 1¢ per 0.3 point change, calculated annually, based on the Consumer Price Index-1971=100. (Previously adjusted quarterly.)

Hours of Work: 40 (unchanged).

Shift Premium: Effective February 28, 1983, 0-25¢-30¢ (0-20¢-25¢). Effective February 28, 1984, 0-30¢-35¢.

Sunday Premium: \$1.25 (previously \$1 on the second day of rest).

Paid Holidays: Effective February 28, 1984, Heritage Day is added for a total of 11 days.

Paid Vacation: 4 weeks after 9 (11) years' service and 6 weeks (new) after 22 years. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 15 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$35,000 (\$16,000) coverage.

Weekly Indemnity - Benefit increases to \$240 (\$215) per week. Effective February 28, 1983, \$260. Effective February 28, 1984, \$280.

Long Term Disability - \$625 (\$500) per month. Effective February 28, 1983, \$675. Effective February 28, 1984, \$725.

Optical Plan - Maximum claim is \$75 (\$40) every 24 months.

Dental Plan - Employer pays 50% of premium costs for Blue Cross Dental Plan Rider #2, denture coverage (new).

Pension Plan: Basic Benefit - \$17 (\$12) per month per year of service to a maximum of 40 years.

Supplementary Benefit - \$16 (\$11) per month per year of service to a maximum of 30 years.

Existing Pensioners - \$50 per month increase in benefits. Effective February 28, 1983, \$20 per month additional increase. Effective February 28, 1984, \$30 per month additional increase.

Meal Allowance: \$5.50 (\$3). Effective February 28, 1983, \$6.50. Effective February 28, 1984, \$7.

International Malleable Iron Company Limited at Guelph - Local 3000, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1982 to February 29, 1984, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Effective</u>	<u>Mar. 1/82</u>	<u>Mar. 1/83</u>
General Increases		25¢	20¢
COLA Fold-in		\$1.56	
Group 1 (includes Labourer)		\$9.615 (\$7.805)	\$9.815
Group 15 (includes Electrician)		\$10.945 (\$9.135)	\$11.145

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.) Effective March 1, 1983, 1¢ per 0.28 increase in the CPI.

Shift Premium: Effective March 1, 1983, 0-35¢-40¢ (0-30¢-35¢).

Paid Holidays: Heritage Day if proclaimed replaces one of the days at Christmas, for a total of 13 days.

Vacation Bonus: \$85 (\$75) per week of regular vacation. Effective March 1, 1983, \$95.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective March 1, 1983, \$14,000.

Long Term Disability - \$300 (\$200) per month.

Pension Plan: Basic Benefit - \$7.00 (\$6.50) per month per year of service. Effective March 1, 1983, \$7.50 per month per year of service for a maximum of 37 (35) years.

Tool Allowance: \$80 (\$60) for tradesmen.

METAL FABRICATING

Firestone Steel Products of Canada, Division of Firestone Canada Inc. at London - Local 27, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 21, 1982 to January 21, 1985, covering 420 employees*, settled during a work stoppage. Duration of negotiations - 4 months.

*40 of these employees are currently on lay-off status.

Wages:	Effective	Jan. 21/82	Jan. 21/83	Jan. 21/84
General Increases		50¢	25¢	25¢
COLA Fold-in		\$1.76		
Skilled Trades Adjustment		80¢		
Additional Adjustments	Scrap Controller added (new) and new step added to Roving Inspector and Set-Up Men			
Group V (includes Labourer)		\$9.47* (\$7.21)	\$9.72*	\$9.97*
Group IV (includes Electrician)		\$12.22* (\$9.16)	\$12.47*	\$12.72*

*Start rates for new hires are \$1.00 (10¢) less than negotiated rates during probationary period of 60 days worked. Upon successful completion of probation, employee receives a lump sum payment equal to 50% of the difference between the negotiated rate and the rate of hire.

Cost of Living Allowance: 1¢ per 0.34 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.) Effective January 21, 1984, 1¢ per 0.3 point rise in the CPI.

Shift Premium: 0-25¢-25¢ (0-18¢-18¢).

Paid Holidays:	36 days plus 4 designated bonus pay days over the life of the agreement (previously 40 days).
Paid Vacation:	4 weeks after 12 (15) years' service.
Bereavement Leave:	Grandchild is added for 3 days' paid leave.
Crown Witness Leave:	Employer pays the difference between fees received and regular salary.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective the first of the month following 1 (3) months of employment, employer pays 100% of premium costs. Coverage increases to \$11,500 (\$10,000). <u>Life Insurance for Future Retirees (new)</u> - \$1,000 coverage. <u>OHIP</u> - Employer pays 100% of premium costs after 3 months' service (previously from date of hire). <u>Weekly Indemnity</u> - Benefits are payable from the first day of absence due to out-patient surgery. <u>Vision Care</u> - Maximum claim for eyeglasses is \$80 (\$60) every 2 years. <u>Dental Plan</u> - Employer pays 100% of premium costs after 12 (3) months' service. Payments are based on the 1982 (1979) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$11.00 (\$9.25) per month per year of service. Effective January 21, 1983, \$11.75. Effective January 21, 1984, \$12.50. <u>Supplementary Benefit</u> - \$7.50 (\$6.25) per month per year of service for a maximum of 30 (25) years. Effective January 21, 1983, \$8.00. Effective January 21, 1984, \$8.50. <u>50% Joint Survivor Option (new)</u> - Spouse automatically receives benefits for an employee eligible for early retirement who dies before retirement. (Previously, widow received no pension.)
Prescription Safety Glasses (new):	Employer supplies 1 pair per year, where required.
Safety Shoe Allowance:	\$25 (\$15) per year.
Supplementary Unemployment Benefit:	\$5.25 (\$4.50) per hour for short work week benefit.

Supreme Aluminum Industries Limited at Pickering and Toronto - Employees' Association (Ind.): A 12-month renewal agreement effective from April 5, 1982 to April 1, 1983, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 5/82</u>
	General Increase	10%
	<u>Weekly Rates</u>	
	Grade 12 (includes Clerk Junior)	\$203.28-\$250.47 (\$184.80-\$227.70)
	Grade 6 (includes Tool and Die Maker)	\$356.40-\$435.60 (\$324.00-\$396.00)
	Probationary period is 90 calendar days. Maximum rates are reached on merit.	
Cost of Living Provision:	Deleted.	
Shift Premium:	0-30¢-30¢ (0-25¢-25¢)	
Lead Hand Premium:	4%, 5% or 6% of salary, depending upon the rate, extent and type of supervision required (previously, between \$9 and \$18 per week) plus a pro-rated bonus for overtime.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 50% (25%) of premium costs.	

Vulcan Industrial Packaging Limited at Toronto - Local 6754, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	12%	11.5%
	Labour Grade 1 (includes Press Operator 1)	\$7.54 (\$6.73)	\$8.41
	Labour Grade 15 (Electronic Supervisor)	\$12.13 (\$10.83)	\$13.53
	Previous rates reflect COLA fold-ins of 9¢ in July 1979 and July 1980, plus 15¢ in January 1981. Also Labour Grades 9 through 15 received a 50¢ wage adjustment on July 16, 1979 and a 28¢ adjustment on January 1, 1981.		
Cost of Living Provision:	Deleted.		
Shift Premium:	0-22¢-25¢ (0-20¢-23¢). Effective January 1, 1983, 0-25¢-28¢.		
Paid Holidays:	1 floating day is added for a total of 11 days.		

Paid Vacation: 3 weeks after 6 (7) years' service, and 4 weeks after 11 (12) years.

Bereavement Leave: 4 (3) days' paid leave to attend or make arrangements for the funeral of a spouse. Mother-in-law and father-in-law are added to the provision for 1 day's paid leave when unable to attend the funeral.

Crown Witness Leave (new): Employer pays the difference between regular salary and fees received

Health and Welfare: Life Insurance and A.D. & D - \$10,000 (\$8,000) coverage. Effective January 1, 1983, \$12,000.

Weekly Indemnity - Benefits to match UIC allowable payments (unchanged), payable on a 1-1-8-26 (1-8-26) basis.

Dental Plan - Change to Blue Cross Plan #9 (7). Employer pays 60% (75%) of premium costs. Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective January 1, 1983, employer pays 75% of premium costs.

Safety Prescription Glasses (new): \$35 per employee per year if required on the job.

Safety Shoe Allowance: \$30 (\$24) per year after one year's service. Effective January 1, 1983, \$35.

MACHINERY

Bata Engineering, a Division of Bata Industries Limited at Batawa, Frankford and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1982 to March 14, 1984, covering 260 employees*, settled at the bargaining stage. Duration of negotiations - 2 months.

*32 of these employees are currently on lay-off status.

Wages:	Effective	Mar. 15/82	Mar. 15/83
General Increases		95¢	11.5%
Additional Adjustments		Some upgrading adjustments	
Job Group 15 (Helper)		\$6.95-\$7.33 (\$6.00-\$6.38)	\$7.75-\$8.17
Job Group 1 (includes Tool Maker A)		\$10.10-\$10.75 (\$9.15-\$9.80)	\$11.26-\$11.99

Probationary period is 6 months for apprentices (new) and 8 weeks for all other employees (unchanged). Maximum rates for Helper are reached after one 6-month increase, and for Tool Maker A after three 6-month increases.

Shift Premium: 0-35¢-40¢ (0-27¢-30¢). Effective March 15, 1983, 0-35¢-50¢.

Paid Vacation: Two weeks and 2 (1) days after 3 years' service, 5 weeks after 25 (34) years.

Health and Welfare: Life Insurance - \$15,000 (\$10,000) coverage.

Pension Plan: Basic Benefit - \$10 (\$6.50) per month per year of service for active employees retiring after March 15, 1982.

Vesting (new) - Full vesting after 5 years' service.

Disability Benefits (new) - Effective March 15, 1983, to be equal to the unreduced accrued pension, if early retirement eligibility conditions have been satisfied. Continuing accrual of pension credit for all periods on sickness, accident and disability leave.

Joint and Survivor Option (new) - Effective March 15, 1983, surviving spouse of employee who was eligible for early retirement, automatically receives a pre-retirement death benefit equal to the early retirement benefit, for up to 5 years.

Safety Prescription Glasses: \$25 (\$20) per year. Effective March 15, 1983, \$30.

Safety Shoe Allowance: \$40 (\$35) per year. Effective March 15, 1983, \$45.

Brown Boveri Howden Inc., formerly Howden Canada Limited, at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 13, 1982 to January 12, 1984, covering 270 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 13/82	June 1/82	Jan. 13/83
General Increases		13%	1%	11%
COLA Fold-in		4%		
General Labour		\$8.71 (\$7.41)	\$8.80	\$9.76
Maintenance (Elec. & Gen.)		\$11.73 (\$9.98)	\$11.85	\$13.15

Cost of Living Allowance: Effective January 13, 1983, 1% per 1% change in the Consumer Price Index - 1971=100, using December 1982 as the base index month (unchanged). Triggers at 11% (8%). Capped at 13% (10%).

Paid Holidays: Varies depending on length of Christmas shutdown. Total 13 days this year. (Previously, 39 1/2 days during the 3-year contract.)

Paid Vacation: 4 weeks after 14 (15) years' service and 5 weeks (new) after 25 years. Effective January 13, 1982, 4 weeks after 13 years.

Health and
Welfare:

Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.

Weekly Indemnity - Benefit is 60% of earnings to the UIC maximum (previously \$165).

Major Medical - Plan includes prescription drugs with no deductible (previously \$25/\$50) or co-insurance (previously 80%/20%). Lifetime maximum is \$50,000 (\$10,000).

Dental Plan - Rider #1 is added with 100% reimbursement and Rider #3 is added with 60% reimbursement (new). Payments are based on the current (1979) Ontario Dental Association fee schedule.

Pension Plan:

Basic Benefit - Effective January 1, 1982, \$9.50 (\$8.50) per month per year of service. Effective January 1, 1983, \$10.50.

Effective January 1, 1982, Joint and 50% Survivor Benefit and Pre-Retirement Death Benefits are added for future service.

ELECTRICAL PRODUCTS

Northern Telecom Canada Ltd., at Belleville, Brampton, Kingston and London, Ontario and Saint John, N.B. - Locals 1837, 27, 1839, 1915 and 1905, Auto Workers (AFL-CIO/CLC) (4,450 hourly-rated employees): A 36-month renewal agreement effective from February 26, 1982 to February 24, 1985, settled after a work stoppage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Apr.12/82</u>	<u>Feb. 28/83</u>	<u>Feb. 27/84</u>
COLA Fold-in	65¢	65¢	65¢

Increases

Grades 22, 23	50¢	35¢	30¢
Grades 24, 25, 26	55¢	40¢	35¢
Grades 27,28,29,30	60¢	50¢	40¢
Skilled Tradesmen	75¢	65¢	55¢

Apprentices

Grade TT1 (Grade 23)	50¢	35¢	30¢
Grade TT2 (Grade 24)	55¢	40¢	35¢
Grade TT3 (Grade 25)			
Grade TT4 (Grade 26)			

Retroactive Pay:

Made for all hours paid from February 26, 1982, to the date the new schedules are implemented for all employees on the active payroll on date of ratification at the following rates:

Grades 22 and 23	-	50¢ per hour
Grades 24, 25, 26	-	55¢ per hour
Grades 27, 28, 29, 30	-	60¢ per hour
Skilled Tradesmen	-	75¢ per hour
Kingston - 7 day operation -		20¢ per hour for all hours worked from February 26, 1982 to implementation.

London Plant*	Apr. 12/82	Feb. 28/83	Feb. 27/84
Grade 22 (includes Assembly Worker)	\$9.12-\$9.19 (\$7.97-\$8.04)	\$10.12-\$10.19	\$11.07-\$11.14
Grade 28 (includes Set-up Man)	\$10.11-\$10.22 (\$8.86-\$8.97)	\$11.26-\$11.37	\$12.31-\$12.42
Skilled Tradesman (Electronic Technician)	\$11.62-\$11.86 (\$10.22-\$10.46)	\$12.92-\$13.16	\$14.12-\$14.36

*Rate schedules at London plant are one grade higher than other plants except Belleville where non-skilled classifications range up to Grade 30. No Skilled Trades classifications at Saint John, N.B.

Cost of Living Allowance:

A float of 10¢ per hour remains at London, Kingston, Belleville and Saint John, N.B. and 6¢ at Brampton, Ontario.

1¢ for each 0.34 change in the Consumer Price Index - 1971=100, using March 1982 as the base for the period May 1982 to February 1983.

1¢ for each 0.33 change in the CPI for the period May 1983 to February 1984.

1¢ for each 0.30 change in the CPI for the period May 1984 to February 1985.

COLA will be paid from the beginning of the pay period following publication of the index. (Previous COLA formula provided for 1¢ for each 0.34 point change in the CPI over the life of the agreement.)

Shift Premium:

0-40¢-40¢ (0-30¢-30¢); 7 Day Operation (Kingston Works) - 50¢ (30¢) per hour.

Paid Holidays:

14 days (unchanged).

Paid Vacation:

2 weeks after 10 months' service, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 19 years (unchanged). Effective in 1983, 6 weeks (new) after 30 years. Effective in 1984, 6 weeks after 29 years.

Maternity Leave (new):

Effective January 1, 1984, 17 weeks, with company paying the difference between UIC benefits and 75% of normal wages for 15 weeks plus 75% for the first 2 weeks.

Health and Welfare:

Group Life Insurance Plan - Effective July 1, 1982, \$11,000 (\$9,000) coverage. Effective January 1, 1983, \$12,000. Employee cost to be 50¢ per \$1,000 of insurance in excess of \$11,000 (\$9,000) until December 31, 1982 and in excess of \$12,000 thereafter. Effective October 1, 1982, the Company will establish additional options of up to \$40,000 (\$30,000) and up to \$50,000 for the Group Life Insurance Plan - Part 2.

Provincial Medicare - Full OHIP payments will be made for a period of 17 weeks during maternity leave (new).

Vision Care (new) - Effective July 1, 1982, provides coverage to a maximum of \$50 per family member in any 2 consecutive calendar years. 50%/50% co-insurance. Effective January 1, 1984, maximum payment of \$65 per family member in any 2 consecutive years (new).

Long Term Disability - Effective May 1, 1982, plan provides monthly income benefits for eligible employees whose Sickness and Accident Plan benefits expire after April 30, 1982.

<u>Benefit Group</u>	<u>Monthly Income</u>
1	\$800 (\$600)
2	\$850 (\$650)
3	\$1,000 (\$750)
4	\$1,050 (new)
5	\$1,150 (new)

Minimum payment of \$125 (\$100) per month.

Dental Plan - Effective May 1, 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 ODA fee schedule. Plan is extended to include endodontic and periodontic coverage on a 50%/50% co-insurance basis to a maximum reimbursement of \$1,000 for the term of the agreement. Effective January 1, 1984, coverage increased to include orthodontic services on a 50%/50% co-insurance basis, with no deductibles and reimbursement limited to \$1,000 per lifetime of each individual.

Survivor Transition Benefit Plan - Effective May 1, 1982, dependants of deceased employee with 3 month's service will receive benefits as follows:

<u>Benefit Group</u>	<u>Monthly Income</u>	<u>Lump Sum Payment</u>
1	\$375 (\$275)	\$19,500 (\$14,500)
2	\$400 (\$300)	\$20,500 (\$15,500)
3	\$475 (\$350)	\$24,000 (\$18,000)
4	\$525 (new)	\$26,500 (new)
5	\$550 (new)	\$28,000 (new)

Dependant will have the opportunity to continue Supplementary Hospital Plan, Extended Health Care Plan, Vision Care Plan and Dental Plan premium payments to a maximum of 60 months (new).

Retirement Transition Benefit Plan - Effective January 1, 1982, upon retirement, provides payment to employees of monthly income benefits.

<u>Retirement Benefit Group</u>	<u>Transition Benefit Rate</u>
1	\$13 (\$10)
2	\$14 (\$11)
3	\$16 (\$13)
4	\$18 (new)
5	\$20 (new)

Pension Plan: Basic Benefit - Rates will increase January 1, 1982 to the following, per month per year of service:

<u>Benefit Group</u>	<u>Basic Benefit Rate</u>
1	\$16 (\$12)
2	\$18 (\$14)
3	\$20 (\$16)
4	\$22 (new)
5	\$24 (new)

Effective January 1, 1982, the supplementary benefit with respect to retirement prior to age 65 will be \$8 (\$7.50) per month per year of service to a maximum of \$280 (\$225) per month.

Tool Allowance: Effective April 12, 1982, \$300 (\$200) for skilled trades apprentices.

Northern Telecom Canada Ltd., at Belleville, Brampton, Kingston and London, Ontario
- Locals 1525, 1530, 1535 and 1837, Auto Workers (AFL-CIO/CLC)
(1,365 office employees): A 35-month renewal agreement effective from April 4, 1982 to February 26, 1985, with wages retroactive to February 26, 1982, settled after a work stoppage. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 19/82</u>	<u>Feb. 21/83</u>	<u>Feb. 20/84</u>
COLA Fold-in		65¢	65¢	65¢

Increases: Will be based on 1981 pay schedule at maximum of grade.

Job Classifications

Grades 53 to 55	5%	4%	3%
Grades 56 to 58 ETT	5.5%	4.25%	3.25%
Grades 59 ETE to 61 ETC	6.25%	4.50%	3.50%
Grades 62 ETB and 63 ETA	6.75%	5.0%	4%
Grades AT 51 to AT 53	7.5%	5.5%	4.50%

Adjustments: As a result of removing the merit step from pay schedules for Clerical and Technical employees, effective the first payroll period in January 1983, all employees who have been at grade rate for a period of 12 months or more will receive the maximum of the applicable grade.

<u>Monthly Rates</u>	<u>Apr. 19/82</u>	<u>Feb. 21/83</u>
<u>Clerical Unit</u>		
Grade 53 (includes File Clerk)	\$1,161.85-\$1,272.90 (\$1,000.65-\$1,111.70)	\$1,311.95-\$1,423.00

	<u>Apr. 19/82</u>	<u>Feb. 21/83</u>
Grade 63 (includes Senior Clerk)	\$1,967.70-\$2,175.10 (\$1,731.20-\$1,938.60)	\$2,170.25-\$2,377.65

Technical Unit

Lowest Level (ETE)	\$1,611.25-\$1,789.40 (\$1,406.60-\$1,584.75)	\$1,788.20-\$1,966.35
Highest Level (ATS3)	\$2,428.50-\$2,662.55 (\$2,144.50-\$2,378.55)	\$2,664.95-\$2,899.00

Feb. 20/84

Clerical Unit

Grade 53 (includes File Clerk)	\$1,450.95-\$1,562.00
Grade 63 (includes Senior Clerk)	\$2,353.40-\$2,560.80

Technical Unit

Lowest Level (ETE)	\$1,949.30-\$2,127.45
Highest Level (ATS3)	\$2,877.60-\$3,111.65

Cost of Living Allowance: Similar to the hourly employees reported in this issue on pages 122 - 125, with the exception of the remaining 4¢ COLA float.

Hours of Work: 37 1/2 (unchanged).

Off-Shift Differential: 0-\$3.05-\$3.05 (0-\$2.30-\$2.30).

Paid Holidays: 14 days (unchanged).

Paid Vacation: 2 weeks after 10 months, 3 weeks after 5 years' service, 4 weeks after 10 years and 5 weeks after 19 years (unchanged). Effective in 1983, 6 weeks (new) after 30 years. Effective in 1984, 6 weeks after 29 years.

Health and Welfare: Employee benefit program was negotiated at the same time as the hourly-rated employees and is reported with that settlement.

Ferranti-Packard Transformers Ltd., St. Catharines Division at St. Catharines - Local 5788, United Steelworkers (AFL-CIO/CLC): A 24 month renewal agreement effective from February 24, 1982 to February 23, 1984, covering 225 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 24/82</u>	<u>Feb. 24/83</u>
	General	84¢ on day rates;	84¢ on day rates
	Increases	50¢ on incentive base rates	

	<u>Feb. 24/82</u>	<u>Feb. 24/83</u>
Job Class Increment	1¢ on day rates and incentive base rates	1¢ on day rates
Additional Adjustments	Some upgrading adjustments	Some upgrading adjustments
Labourer	\$8.64 (\$7.77)	\$9.51
Electrician "A"	\$10.89 (\$9.87)	\$11.91
Shift Premium:	0-38¢-38¢ (0-35¢-35¢). Effective February 24, 1983, 0-41¢-41¢.	
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit increases to \$210 (\$195) per week. Effective February 24, 1983, \$220. <u>Long Term Disability</u> - Maximum benefit increases to \$185 (\$170) per week. After initial C.P.P. carve out, future C.P.P. increases will not be carved out (new). Effective February 24, 1983, benefit increases to \$195 per week. <u>Semi-Private Hospitalization</u> - Maximum claim increases to \$20 (\$15) per day. <u>Dental Plan</u> - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective February 24, 1983, the 1982 ODA fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1982, \$11 (\$10) per month per year of service. Effective March 1, 1983, \$12. <u>Retirees Benefit</u> - Effective March 1, 1982, \$10 per month additional benefit improvements. <u>Early Retirement</u> - Normal retirement benefit reduced by 4% (6%) per year prior to age 65 to a maximum of 4 years, and then reduced by 6% (unchanged) per year thereafter.	

NON-METALLIC MINERAL PRODUCTS

Electro Porcelain Co. Ltd. at Waterloo - Local 7581, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 15, 1982 to March 17, 1985, covering 200 employees*, settled at the bargaining stage. Duration of negotiations - 3 weeks. Previous agreement was scheduled to expire April 2, 1982.

*40 of these employees are currently on lay-off status.

Wages:	<u>Effective</u>	<u>Mar. 15/82</u>	<u>Mar. 15/83</u>	<u>Mar. 15/84</u>
Increases:				
Day Workers		12%	7%	8%
Incentive Workers		9%	35¢	40¢

	<u>Mar. 15/82</u>	<u>Mar. 15/83</u>	<u>Mar. 15/84</u>
COLA Fold-in	56¢		
General Labour	\$6.81-\$7.10 (\$5.52-\$5.78)	\$7.29-\$7.60	\$7.87-\$8.21
Tool & Die Maker A	\$10.89-\$11.18 (\$9.16-\$9.42)	\$11.65-\$11.96	\$12.58-\$12.92
Probationary period is 50 days worked in 12 consecutive months. Maximum rates are reached after two 30-day increases.			
Cost of Living Allowance:	Effective March 15, 1983, 1¢ per 0.35 (0.40) point change in the Consumer Price Index - 1971=100. Triggers at 5%. To be adjusted annually (unchanged).		
Shift Premium:	Effective March 15, 1983, 0-35¢-40¢ (0-30¢-35¢). Effective March 15, 1984, 0-38¢-45¢.		
Weekend Premium:	80¢ (75¢) per hour for all hours worked on Saturday and Sunday. Effective March 15, 1983, 85¢. Effective March 15, 1984, 90¢.		
Lead Hand Premium:	30¢ (25¢) per hour. Effective March 15, 1983, 35¢. Effective March 15, 1984, 40¢.		
Paid Holidays:	Effective in the third year of the agreement, 1 day is added between Christmas and New Year's for a total of 13 days.		
Paid Vacation:	4 weeks after 12 (14) years' service.		
Vacation Pay:	14% after 25 years (new).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective March 15, 1983, \$11,000 (\$10,000) coverage. Effective March 15, 1984, \$12,000.		
	<u>Weekly Indemnity</u> - Effective March 15, 1983, benefit for incentive workers is 66 2/3% of average hourly earnings (base rate) to the UIC maximum currently at \$210 per week.		
	<u>Vision Care (new)</u> - Maximum claim for eyeglasses is \$50 every two years. Effective March 15, 1984, dependent coverage is added.		
	<u>Dental Plan</u> - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective March 15, 1983, coverage for dentures and bridges is added on a 50%/50% co-insurance basis. Effective March 15, 1984, payments are based on the 1983 ODA fee schedule.		
Pension Plan (new):	Effective March 15, 1984, employer contributes 1% of straight time hourly earnings for a plan which provides disability benefits after 10 years in plan, survivor benefits and early retirement benefits at age 55.		
Safety Shoe Allowance:	Employer pays 75% (50%) of cost to a maximum of \$35 (\$25) per year. Effective March 15, 1983, employer pays 100% to a maximum of \$40.		

MINES

Falconbridge Nickel Mines Ltd. at Falconbridge - Local 6855, United Steelworkers (AFL-CIO/CLC) (550 office, clerical and technical employees): A
16-month renewal agreement effective from March 1, 1982 to June 30, 1983, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/82</u>
	Job Class	\$1.73 per week*
	Increment	
	COLA Fold-in	\$1.00 per hour

Weekly Rates
(showing standard
rate reached after
1 year of service)

Job Class 1 (File Clerk)	\$344.60 (\$304.60)
Job Class 11 (Median rate; includes First Aid Attendant)	\$494.60 (\$437.30)
Job Class 18 (Assistant Control Accountant)	\$599.60 (\$530.19)

*Determined by taking 4% of the average job class rate for all employees. New job class increment - \$15.00 (\$13.27) per week.

Previous rates reflect 66¢ per hour COLA fold-in on March 1, 1980 and 82¢ fold-in on March 1, 1981, as well as 60¢ per hour increase to the job class increment on both of those dates.

Cost of Living Allowance:	1¢ per hour per 0.35 point change in the Consumer Price Index - 1961=100; 5 quarterly calculations beginning by comparing March 1982 over December 1981. 75¢ allowance to be advanced and paid as a float March 1, 1982. Advance to be recovered through offsets of 18¢ from each of the first 3 calculations and 21¢ from the fourth calculation. (Previous formula similar except provided for mid-term fold-ins but did not provide for an advance or offsets. Generated a total of \$2.48.)
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Hours of Work:	40 per week (unchanged).
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Shift Premium:	Effective following ratification 0-25¢-27.5¢-30¢ (0-20¢-22.5¢-25¢) for afternoon, evening and night shifts respectively.
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Sunday Premium:	Effective following ratification, \$1 (75¢) per hour for work performed at straight time.
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Paid Holidays:	11 days (unchanged).
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Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 8 years, 4 weeks after 18 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).

Vacation Bonus: Effective March 1, 1983, \$100 (\$75) per week of vacation upon completion of 2 years' service.

Special Vacation - 5 weeks, in addition to above entitlement every 5 years of service (unchanged).

Health and Welfare: Major Medical Plan (new) - Effective April 1, 1982, coverage provided for hospital and medical expenses outside of Ontario not paid by OHIP. Doctor prescribed hearing aids to a lifetime maximum of \$250. Vision Care Plan to a maximum of \$90 every 2 years per family member.

Dental Plan - Effective April 1, 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Pension Plan: Service Multiplier - Effective March 1, 1983, 1.4% (1.2%) for future pension service. Effective January 1, 1984, 1.5%. The future service 1.4% multiplier is to be extended back for any employee retiring between March 1, 1982 and March 1, 1983, and the future service 1.5% multiplier for any employee retiring from March 2, 1983 to January 1, 1984.

Credit for Union Work (new) - Pension service credit will accumulate for staff representatives of the United Steelworkers who originate from Local 6855.

Paid Union Leave: Effective April 1, 1982, 2 days per month for union safety and health district chairman (new).

COMMUNICATION

CFTO-TV Limited at Toronto - Broadcast Employees (NABET) (CLC) (technical, production, news and office units) : A 36-month renewal agreement effective from January 1, 1982 to December 30, 1984, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/82	Jan. 1/83	Jan. 1/84
General Increases		15%	10%	11%
Additional Adjustments		Some classification adjustments		
	<u>Weekly Rates</u> <u>Technical Unit</u>			
Group 1 (includes Cableman)		\$242-\$274 (\$210-\$238)	\$266-\$301	\$295-\$334
Group 5 (includes Senior Maintenance Mechanic)		\$581 (\$505)	\$639	\$709

Probationary period is 3 months which may be extended up to 6 months. Maximum rate for Cableman is reached after three 6-month increases.

Overtime Pay: Double time and one-half after 16 hours worked (new).

Work on Paid Holidays: Triple time (double time and one-half) for all hours worked with a minimum credit of 8 hours and triple time and one-half (triple time) after 8 hours.

Work on Scheduled Day Off: Double time (time and one-half).

Bereavement Leave: 5 (3) days' paid leave for spouse or child. Common-law relationships of 1 year or more are now included (new).

Meal Allowance:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	Breakfast	\$5 (\$4)	\$6	\$7
	Lunch	\$7 (\$6)	\$8	\$9
	Dinner	\$13 (\$10)	\$15	\$16
	Subsequent Meal	\$6 (\$5)	\$7	\$8

Mileage Allowance: 33¢ (25¢) per mile or 20¢ (16¢) per kilometer. Effective January 1, 1983, 36¢ and 22¢ respectively. Effective January 1, 1984, 40¢ and 25¢ respectively.

Per Diem Allowance: \$35 (\$28). Effective January 1, 1983, \$38. Effective January 1, 1984, \$42.

Bell Canada - Communications Workers (CLC) (7,200 operator services and dining service employees in Quebec and Ontario and 15,700 craft and services employees, system-wide): Two 32-month renewal agreements effective from March 22, 1982 to November 24, 1984, with wages retroactive to November 25, 1981, for operator services and dining service employees, and effective March 22, 1982 to November 30, 1984, with wages retroactive to December 1, 1981, for craft and services employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 25/81</u>	<u>Nov. 25/82</u>
	<u>Weekly Rates</u>		
	<u>Operator Services and Dining Service</u>		
	General Increases	12%	11%
	Dining Service Attendant	\$224.10-\$247.00 (\$200.10-\$220.55)	\$248.75-\$274.15
	Operator	\$239.30-\$326.35 (\$213.65-\$291.40)	\$265.60-\$362.25

Effective	June 1/83	Nov. 25/83
<u>Operator Services and Dining Service</u>		
General Increases		10%
Additional Adjustments	\$10 on top rates	
Dining Service Attendant	\$248.75-\$284.15	\$273.60-\$312.55
Operator	\$265.60-\$372.25	\$292.15-\$409.50
Effective	<u>Dec. 1/81</u>	<u>Dec. 1/82</u> <u>Dec. 1/83</u>
<u>Weekly Rates</u>		
<u>Craft and Services</u>		
General Increases	12%	11% 10%
Wage Schedule 6 (includes Elevator Operator)	\$224.30-\$287.60 (\$200.30-\$256.80)	\$248.95-\$319.25 \$273.85-\$351.15
Wage Schedule 5 (includes Painter)	\$266.00-\$454.85 (\$237.50-\$406.10)	\$295.25-\$504.90 \$324.80-\$555.40
Wage Schedule 1 (includes Craft Technician)	\$295.20-\$541.90 (\$263.55-\$483.85)	\$327.65-\$601.50 \$360.40-\$661.55

Cost of Living Allowance:

Previous rates include a 4.8% COLA fold-in on September 1, 1981. Effective November 1, 1983, all basic rates of pay will be increased by a percentage figure equal to the difference between the percentage by which the August 1983 Consumer Price Index exceeds the August 1982 CPI, triggered at 12%.

Effective September 1, 1984, all basic rates of pay will be increased by a percentage figure equal to the difference between the percentage by which the June 1984 CPI exceeds the June 1983 CPI, triggered at 11%.

Hours of Work:

Craft and Services - 39 per week (unchanged).

Operator and Dining Services - 6 1/2 to 7 3/4 per day depending on tour worked (unchanged).

Other Premium
Pay (Operator
Services and
Dining Service
Employees):

Daily Differentials - Daily tour differentials shall be paid to employees in accordance with the tables below but shall not be paid for work qualifying as daily overtime. Employees scheduled to work evening tours ending on the quarter hours shall receive the differential shown for the tour ending on the next later hour or half-hour.

<u>Operator Services Tours Ending</u>	<u>Sun. to Fri.</u>	<u>Sat.</u>
18 30 - 20 00 h	\$.61 (\$.55)	\$.91 (\$.83)
20 30 - 21 00 h	1.03 (.94)	1.40 (1.27)
21 30 - 22 00 h	1.21 (1.10)	1.82 (1.65)
22 30 - 23 30 h	1.09 (.99)	1.69 (1.54)
24 00 - 00 30 h	.73 (.66)	1.33 (1.21)
01 00 - 02 00 h	1.21 (1.10)	2.12 (1.93)
*02 30 - 03 00 h	1.52 (1.38)	2.12 (1.93)

*Special late evening tours to be used 24, 25, 31 December and 1 January only.

<u>Dining Service Tours Ending</u>	<u>Sun. to Fri.</u>	<u>Sat.</u>
19 30 - 20 00 h	\$.61 (\$.55)	\$.91 (\$.83)
20 30 - 21 00 h	1.03 (.94)	1.40 (1.27)
21 30 - 22 00 h	1.21 (1.10)	1.82 (1.65)
22 30 - 23 30 h	1.45 (1.32)	2.06 (1.87)

In-Charge Differential - 40¢ per hour (new) for Service Assistant or Senior Operator Services Clerk.

Paid Holidays:

12 days (unchanged)

Paid Vacation:

Effective the 1983 Vacation Year

<u>Years of Net Credited Service</u>	<u>Weeks of Vacation</u>
1	2
3	3*
10 (12)	4*
20 (21)	5*
30 (31)	6**

*At least one week of which must be taken outside the period June through September.

**At least two weeks of which must be taken outside the period June through September.

Maternity Leave:

Effective January 1, 1984, a regular employee who has completed 12 consecutive months of employment and is eligible for UIC benefits shall be paid a Supplemental Pregnancy Allowance (new) following a two-week waiting period for a maximum of 15 weeks. Payment is equal to the difference between the UIC benefit and 75% of normal pay to a maximum of \$1,000 per employee, as follows:

Weekly Basic Rate of Pay		Weekly Payment
\$		\$
Craft and Services Schedule	210.01 - 220.00	33.00
	220.01 - 230.00	34.50
	230.01 - 240.00	36.00
	240.01 - 250.00	37.50
	250.01 - 260.00	39.00
	260.01 - 270.00	40.50
	270.01 - 280.00	42.00
	280.01 - 290.00	43.50
	290.01 - 300.00	45.00
	300.01 - 310.00	46.50
	310.01 - 320.00	48.00
	320.01 - 330.00	49.50
	330.01 - 340.00	51.00
	340.01 - 350.00	52.50
	350.01 - 360.00	54.00
	360.01 - 370.00	55.50
	370.01 - 380.00	57.00
	380.01 - 390.00	58.50
	390.01 - 400.00	60.00
	400.01 - 410.00	61.50
Operator Services and Dining Services Schedule	410.01 - 420.00	63.00
	420.01 - 430.00	64.50
	430.01 - 440.00	66.00

The following Allowances pertain to craft and services employees only:

- Lay-off Allowance (new): Benefit equals 90% of regular weekly pay at time of lay-off less UIC benefits entitlement, based on credited service. Entitlement is 3 weeks after 1 year's service plus 1 additional week for each additional year of service up to 14 years then 3 weeks additional pay for each full year in excess of 15 years.
- Northern Allowance: In localities north of 55th parallel of latitude - Single or family plan, \$125 (\$115) per week; local plan, \$55 (\$50) per week.
- South of the 55th parallel, \$110 and \$45 per week (\$100 and \$40).
- Safety Footwear Allowance: Maximum \$35 (\$25) per year for safety shoes, \$65 (\$50) for safety boots and \$12 (\$10) for overshoes.
- Travel Allowance: Effective January 1, 1982, \$23 (\$20) per day or \$5 (\$4.65) for breakfast; \$6 (\$5.20) for lunch and \$12 (\$10.15) for dinner.
- Effective January 1, 1983, \$26.50, \$5.50, \$7 and \$14. Effective January 1, 1984, \$29.75, \$6, \$8 and \$15.75.
- Technological Change: Termination allowances shall be paid to regular employees where the termination is directly attributable to a technological change.

<u>Period Completed</u>	<u>But Less Than</u>	<u>No. of Weeks Pay</u>
-	2 years (3)	2
2 years	3 years	4 (2)
3 years	4 years	6 (3)
4 years	5 years	8 (4)
5 years	6 years	10 (5)
6 years	7 years	12 (6)
7 years	8 years	14 (7)
8 years	9 years	16 (8)
9 years	10 years	18 (9)
10 years	11 years	21 (11)
11 years	12 years	24 (13)
12 years	13 years	27 (15)
13 years	14 years	30 (17)
14 years	15 years	33 (19)
15 years	16 years	36 (23)

For each subsequent
6 month period: 2

(16 years through 25 years 2)
(from 25 years 2 1/2)

NOTE: Old rates apply to Craft and Services employees only.
Rates for Operator Services and Dining Service employees
unchanged.

Canada Post Corporation - Association of Postal Officials of Canada (Ind.) (4,330 postal supervisors): A 21 1/2-month renewal agreement effective from March 10, 1982 to December 31, 1983, with wages retroactive to January 1, 1982 settled at the bargaining stage. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/82</u>	<u>July 1/82</u>	<u>Jan. 1/83</u>
General	79¢ per hour			37¢ per hour
Increases				
Supervisory			56¢	
Differential				
Adjustment				
<u>Weekly Rates</u>				
PO-SUP-1	\$480.20-\$494.36 (\$448.60-\$462.76)	\$502.60-\$516.76	\$517.40-\$531.56	
PO-SUP-4	\$536.22-\$552.70 (\$504.62-\$521.10)	558.62-\$575.10	\$573.42-\$589.90	
PO-SUP-7	\$601.40-\$620.62 (\$569.80-\$589.02)	\$623.80-\$643.02	\$638.60-\$657.82	

Cost of Living Allowance (new): Effective January 1, 1982, quarterly adjustments of 1¢ per hour per 0.26 point increase in the Consumer Price Index - 1971=100, triggered at 6% above the December 1981 index.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-81¢-81¢ (0-72¢-72¢). Effective January 1, 1983, 0-85¢-85¢.
Weekend Premium:	\$1.01 (90¢) per hour. Effective January 1, 1983, \$1.05.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective April 1, 1982, 4 weeks after 8 (10) years' service. Also, 3 weeks after 1 year, 5 weeks after 20 years, 6 weeks after 30 years and 7 weeks after 35 years (unchanged).
Health and Welfare:	<u>Provincial Medical Insurance Plan</u> - Effective January 1, 1983, employer contributes 70% (approx. 50%) toward premium costs. <u>Dental Plan (new)</u> - All employees to be covered. 50%/50% employer/employee cost shared premium.
Maternity Leave:	11 weeks pre-natal, 26 weeks post-natal (unchanged). Employee receives an allowance equal to 93% of salary for the first 2 weeks and the difference between UIC benefit and 93% of salary for an additional 15 weeks (previously 2 weeks at UIC level).
Overtime Meal Allowance:	\$5.50 (\$5) after 2 hours. Effective January 1, 1983, \$6.
Safety Boots and Gloves Allowance:	Effective in 1982, \$200 (\$180) per year for boots and \$17 (\$15) for gloves. Effective in 1983, \$220 and \$19 respectively.
Job Security:	Employer guarantees that as a result of technological change or changes in operating methods, there will be no lay-off of any employee regularly employed in a position in the bargaining unit, provided employee will accept relocation, reassignment and retraining (new).

WHOLESALE TRADE

Crothers Limited at Concord - Local 124, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 8, 1982 to February 7, 1985, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 8/82	Feb. 8/83	Feb. 8/84
General Increases		1%	2%	3%
COLA Fold-in		75¢	*	*
Job Class 2 (Partsman Level 1)		\$7.92 (\$7.10)	\$8.08	\$8.32
Job Class 10 (includes Mechanic Level 3-Cat.)		\$10.90 (\$10.05)	\$11.12	\$11.45
Job Class 13 (includes Field Service Level 3)		\$12.43 (\$11.56)	\$12.68	\$13.06

*75¢ COLA to be folded into wages in the second and third contract years providing sufficient funds have been generated in the COLA float.

Cost of Living Allowance:

Previous agreement generated an allowance of \$1.36. 75¢ is folded into wages February 8, 1982 leaving a float of 61¢.

1¢ per hour worked for each 0.35 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare:

Weekly Indemnity - Plan provides benefit equal to UIC maximum. (Previously, maximum benefit of \$160 per week).

Dental Plan - Effective April 1, 1982, to implement Green Shield Plan #13. (Previous plan did not cover endodontics).

Safety Shoe Allowance:

Effective February 8, 1982, \$30 (\$27.50) per year. Effective February 8, 1983, \$32.50. Effective February 8, 1984, \$35.

Meal Allowance:

\$20 (\$15) per day for field service work.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and other Housing Authorities, province-wide (except Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (1,100 office and maintenance and employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>	<u>Jan. 1/83</u>	<u>July 1/83</u>
General Increases		10%	2.5%	10.5%	1.5%
Labourer		\$8.78 (\$7.98)	\$9.00	\$9.95	\$10.10
Clerk 1		\$5.57-\$6.31 (\$5.06-\$5.73)	\$5.71-\$6.46	\$6.31-\$7.14	\$6.40-\$7.25
Painter		\$9.70 (\$8.82)	\$9.94	\$10.98	\$11.14

Hours of Work:

Administrative Employees - 35 per week. Maintenance Employees - 40 per week (unchanged).

On-Site Premium:

35¢ (27¢) per hour for building custodians required to be on site between end of regular shift and 1:00 a.m.. Effective January 1, 1983, 40¢ per hour.

Pay During Temporary Assignment:

When working in a position of higher classification, all employees receive higher rate of pay if assigned for more than 1.5 hours. (Previously, after 15 minutes for maintenance employees and after 3 hours for administrative employees.)

Paid Holidays:

11 days (unchanged).

Paid Vacation:	Effective July 1, 1982, for employees with less than 1 year of continuous service, 1 1/4 (1) days per month of service to a maximum of 3 (2) weeks. Also, 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 19 years (unchanged). Effective July 1, 1983, 5 weeks after 18 years. <u>Pre-retirement Vacation</u> - Employee with 20 or more years of service receives an extra 5 days of vacation in the year prior to normal retirement at age 65 (unchanged).
Bereavement Leave:	Up to 3 consecutive, and previously scheduled work days in the event of a death in the immediate family. (Previously, time-off up to 3 days at employer's discretion.)
Health and Welfare:	<u>Long Term Income Protection Plan</u> - Effective May 1, 1982, premium for Life Insurance, OHIP, Extended Health and Dental Plans to be maintained by employer while employee is on Long Term Disability benefits (new). <u>Dental Plan</u> - Effective May 1, 1982, 60%/40% (50%/50%) co-insurance. Payments are based on the current Ontario Dental Association fee schedule (1979).
Canadian Citizenship Paid Leave (new):	1 day to attend formal hearing if otherwise scheduled to work.
Labour/Management Committee (new):	Time off with pay to attend meetings.

EDUCATION AND RELATED SERVICES

<u>Carleton Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.):</u> A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 282 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 14 months.			
Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	Increases	12% on teachers' grid; \$1,000 plus 12% for Principal and Coordinator	To be determined by arbitration
	Teacher - Category 1 0-7 years	\$12,955-\$18,981 (\$11,567-\$16,947)	
	Teacher - Category 4 0-12 years	\$17,118-\$28,239 (\$15,284-\$25,213)	
	Teacher - Category 7 0-14 years	\$21,280-\$37,962 (\$19,000-\$33,895)	

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
<u>Principal</u>	\$34,280-\$40,422	
0-600 pupils	(\$29,607-\$35,091)	
601 pupils and over and Senior Elementary Schools	\$37,685-\$43,844 (\$32,647-\$38,146)	
Responsibility Allowances:	Elementary Certificate - \$450 (\$392) Intermediate Certificate - \$750 (\$653) Supervisor Certificate - \$1,050 (\$915) Vice-Principal, Elementary School - \$167 (\$149) per classroom above placement Consultant - \$1,996 (\$1,782) per year	
Health and Welfare:	<u>Life Insurance</u> - Coverage increases to 2 1/2 times salary to a maximum of \$200,000. (Previously, maximum coverage was \$50,000 regardless of salary.) Effective September 1, 1982, employer pays 80% (75%) of premium costs. <u>OHIP and Extended Health Care</u> - Employer pays 80% (75%) of premium costs. Effective September 1, 1982, 85%. <u>Long Term Disability and Dental Plan</u> - Employer pays 75% of premium costs. (Previously, 70% for Long Term Disability and 60% for Dental Plan.) Effective September 1, 1982, employer pays 80%.	
<u>Carleton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) (615 employees):</u> A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 15 months. Wages and benefit changes are identical to those reported above for the Association des Enseignants Franco-Ontariens.		
<u>Dufferin-Peel Roman Catholic Separate School Board - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees):</u> A 24-month renewal agreement effective from October 1, 1981 to September 30, 1983, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.		
Wages:	Effective	<u>Oct. 1/81</u> <u>Mar. 1/82</u> <u>Oct. 1/82</u>
	General Increases	12 1/2% 12%
	Additional Adjustment	30¢ for Cleaner
	Assistant Caretaker	\$7.63-\$8.40 (\$6.77-\$7.46) \$7.63-\$8.40 \$8.54-\$9.41
	Plumber	\$12.86 (\$11.42) \$12.86 \$14.40

Probationary period is 4 calendar months. Maximum rate for Assistant Caretaker is reached after two 6-month increases.

Paid Vacation: 3 weeks after 2 (3) years' service.

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (500 caretakers, matrons and maintenance employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Additional Adjustment	10¢ for Bus Driver
	Caretaker*	\$8.97-\$9.54 (\$7.97-\$8.48)
	Maintenance "B"	\$9.75-\$10.63 (\$8.67-\$9.45)
	Plumber	\$15.20 (\$13.51)

*Lead Hand - 20¢ (9¢) above maximum rate for Caretaker
Relief Caretaker - 25¢ (18¢) above maximum

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-39¢-39¢ (0-35¢-35¢).

Paid Holidays: 11 days per year including Remembrance Day if a school holiday (unchanged); plus July 2 as a non-recurring holiday. Employee working on this day will be paid at straight time and receive equivalent lieu time off. (Previous agreement had 2 such non-recurring holidays.)

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged).

Health and Welfare: Extended Health Care - Maximum claim for eyeglasses is \$70 (\$60) every 2 years.

Dental Plan (new) - A preventative/maintenance plan based on the 1980 Ontario Dental Association fee schedule. Employer pays 75% of premium costs.

Safety Boot Allowance: \$40 (\$25) per year.

Grey County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 346 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Feb. 4/82
General Increases		14%	1.1%
Teacher-Group I 0-10 years		\$16,946-\$29,655 (\$14,864-\$26,013)	\$17,131-\$29,978
Teacher-Group IV 0-12 years		\$19,770-\$36,715 (\$17,341-\$32,205)	\$19,986-\$37,115
Principal		\$46,455-\$49,455 (\$40,531-\$43,531)	
Vice-Principal		\$40,799-\$43,499 (\$35,589-\$38,289)	
Cost of Living Allowance:	1.4% lump sum COLA payment was paid at termination of previous agreement.		
	1% per 1% increase in the Consumer Price Index - 1971=100, above the August 1981 base, calculated monthly on 1/12 of annual salary. Triggered at 10% (8%) and capped at 13% (12%).		
Experience Allowances:	1 year of teaching experience, industrial experience and business and professional experience is the equivalent of 1 year of experience on the basic salary schedule (previously \$550 per year to a maximum of \$3,300).		
Bereavement Leave:	3 (1) days' paid leave for grandparents, aunts, uncles, nephews and nieces.		
Paid Education Leave:	Employer pays \$55 (\$45) per week living allowance and a maximum of \$125 (\$113) round trip mileage allowance for an employee who lives away from home while taking a course.		
Sick Leave:	Maximum accumulation of 260 (240) days.		
Responsibility Allowances:	Co-ordinators	\$5,856 (\$5,324)	
	Directors	\$2,928 (\$2,662)	
	Major Heads	\$2,529 (\$2,299)	
	Assistant	\$1,597 (\$1,452)	
	Minor Heads	\$1,637 (\$1,488)	
Extra Degree Allowances:	Doctorate	\$932 (\$847)	
	Masters Degree	\$799 (\$726)	
	C.A., C.G.A., or R.I.A.	\$666 (\$605)	
	Undergraduate Degree	\$399 (\$363)	
Health and Welfare:	<u>Life Insurance and Major Medical</u> - Employer pays 75% (66 2/3%) of premium costs.		

Huron County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 261 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/81	May 1/82	Sept. 1/82
General Increases		10%	1.5%	10%
Teacher-Category I 0-10 years		\$16,290-\$28,330 (\$14,760-\$25,670)	\$16,540-\$28,760	\$18,190-\$31,640
Teacher-Category IV 0-10 years		\$19,200-\$36,200 (\$17,400-\$32,800)	\$19,490-\$36,750	\$21,440-\$40,400
Vice-Principal 0-2 years		\$40,000-\$43,200 (\$36,290-\$39,240)		\$44,000-\$47,520
Principal 0-2 years		\$45,600-\$49,200 (\$40,840-\$44,040)		\$50,160-\$54,120

Cost of Living Allowance (new): Effective September 1, 1982, 1% per 1% rise in the Consumer Price Index - 1971=100, using the CPI for the current month over the previous year. Triggers at 11%. Capped at 13%.

Responsibility Allowances:	Effective	Sept. 1/82
Director		\$3,091 (\$2,810)
Department Head		\$2,838 (\$2,580)
Subject Chairman		\$1,551 (\$1,410)
Assistant Director		\$1,551 (\$1,410)
Assistant Department Head		\$1,419 (\$1,290)
Subject Co-ordinator		\$3,060 (\$2,782)

Lakehead District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 370 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
Increases		12.05% on teachers' grid	10.4% on teachers' grid
Teacher-Level D 0-7 years		\$14,981-\$20,589 (\$13,369-\$18,374)	\$16,539-\$22,730
Teacher-Level A-1 0-10 years		\$18,158-\$29,061 (\$16,204-\$25,934)	\$20,046-\$32,083
Teacher-Level A-4 0-11 years		\$22,195-\$37,159 (\$19,807-\$33,161)	\$24,503-\$41,024

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Principal	\$41,400 (\$36,700)	\$45,700
Lump Sum Payment:	\$300 for each full-time teacher, to be paid no later than March 19, 1982, and pro-rated for part-time teachers.	
Cost of Living Allowance (new):	Effective during the contract year 1982-83, 1% for each 1% increase in the Consumer Price Index for Thunder Bay - 1971=100, using May, 1982 as the base index month. Triggered at 11%. Capped at 2%. Paid monthly until the final cheque in June 1983. Up to a maximum of 1.5% generated between May 1982 and May 1983 to be folded into base rates in effect on August 31, 1983.	
Responsibility Allowances:	Vice-Principal - \$2,500 (\$2,150) Co-ordinator - \$5,000 (\$4,500) Consultant - \$2,500 (\$2,300) Instructional Materials Department Manager - \$4,500 (\$4,000)	
Adoption Leave:	Up to 1 days' paid leave (new)	
Bereavement Leave:	5 calendar days' (3 work days') paid leave for the death of a parent, spouse, child, brother, sister, mother-in-law, father-in-law, grand-parent and grandchild.	
Deferred Salary Leave Plan (new):	Details of the plan to be discussed by parties. Plan to go into effect September 1, 1982.	
Leave for Federation President:	Total of 25 days' paid leave, upon written request, for both O.E.C.T.A. and A.E.F.O. presidents to attend to union business. (Previously, 2 days plus 5 days upon request for O.E.C.T.A. president).	
Sabbatical Leave:	Teacher must have a minimum of 5 years of employment as a teacher with this board to be eligible. (Previously, 7 years as a teacher, including 5 years with this board).	
Teacher Declared Surplus Leave:	Up to 1 day's paid leave to seek alternate employment (new).	
Board-Teacher Benefits Committee (new):	To be established by May 1, 1982, to review and examine existing benefits and contributions, and to consider equivalent benefits or alternate carriers.	
<u>Niagara South Board of Education - Secretarial and Clerical Association (Ind.):</u>		
A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.		
Wages:	Effective	<u>Jan. 1/82</u>
	Increases	15% for Administrative Clerk I and Administrative Secretary; 12% for all others

Jan. 1/82

Weekly Rates

Clerk-Typist	\$216-\$254 (\$193-\$227)
Administrative Secretary	\$261-\$336 (\$226-\$293)

Probationary period is 6 months. Maximum rates for Clerk-Typist are reached after two 12-month increases, and for Administrative Secretary, after four 12-month increases.

Paid Holidays: 1 day is added for employees scheduled to work on a school year basis for a total of 12 days.

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) and Association des Enseignants Franco-Ontariens (Ind.) (805 teachers): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
General Increases		10%	11%
Teacher-Level 1 (0-6 years)		\$12,716-\$17,754 (\$11,560-\$16,140)	\$14,115-\$19,707
Teacher-Level 4 (0-12 years*)		\$16,863-\$19,172 (\$15,330-\$26,520)	\$18,718-\$32,381
Teacher-Level 7 (0-14 years)		\$20,515-\$36,300 (\$18,650-\$33,000)	\$22,772-\$40,293
*Effective September 1, 1982, Teachers Level 3 to 7 reach their maximum after 11 years.			

Signing Bonus: \$260 one-time payment.

Responsibility Allowances:	<u>Principal</u> K-8 Schools	\$6,180 (\$5,618)	\$6,860
	Junior High Schools	\$8,033 (\$7,303)	\$8,917
	Vice-Principal	50% of allowance paid to Principals	
	Co-ordinator	\$6,180 (\$5,618)	\$6,860
	Substitute Principal	\$617 (\$561)	\$685
	Consultant	\$1,977 (\$1,797)	\$2,194

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1983, \$50,000 (\$25,000) coverage.

Dental Plan - Continuing to change in accordance with the Ontario Dental Association fee schedule.

Maternity Leave (new): 2 weeks, paid at UIC rate to cover waiting period for UIC benefits.

Paternity Leave (new): 1 day.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (760 full-time operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Caretaker	\$8.94-\$9.54 (\$7.95-\$8.48)
	Bus Driver	\$9.53-\$10.20 (\$8.47-\$9.07)
	Plumber	\$15.50 (\$13.78)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-39¢-39¢ (0-35¢-35¢).

Paid Holidays: 11 days per year, including Remembrance Day if also a school holiday (unchanged); plus July 2, 1982, non-recurring. Employee working on this day will be paid at straight time and receive equivalent lieu time off. (Previous agreement had 2 such non-recurring holidays.)

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 75% of premium costs for employee and dependants. Comprehensive coverage, excluding bridge work, covers 100% of eligible expenses based on the 1980 Ontario Dental Association fee schedule.

Safety Boot Allowance: \$40 (\$25) per year.

Tool Allowance: \$50 per year per mechanic.

Operating Engineer's Certificate: 4th Class - 20¢ (14.4¢) per hour. 3rd Class - 25¢ (19.2¢) per hour.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees):
A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 387 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Student	\$5.18-\$5.47 (\$4.60-\$4.86)
	Cleaner	\$5.50-\$6.13 (\$4.89-\$5.45)
	Matron	\$7.12-\$7.85 (\$6.33-\$6.98)

Probationary period is 125 days of work. Maximum rates are reached after 1 year.

Lead Hand Premium: 40¢ (30¢) per hour.

Bereavement Leave: Up to 1/2 day with pay for one union member to attend the funeral of an employee who was a union member. (Previously, 1/2 day without pay.)

Pay in Lieu of Fringe Benefits (new): 20¢ per hour, excluding students.

Uniform Allowance: \$85 (\$70) per year for Matron.

York Borough Board of Education - Local 994, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 234 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Additional Adjustment	Matron - minus 3¢ on first 6 months' service rate, and plus 6¢ on after 6 months' rate
	Matron	\$7.67-\$8.26 (\$6.84-\$7.29)
	Cleaner	\$9.01-\$9.54 (\$8.01-\$8.48)
	Plumber/ Steamfitter	\$15.20 (\$13.51)

Maximum rates for Matron and Cleaner are reached upon completion of the 6-month probationary period.

Shift Premium:	0-39¢-39¢ (0-35¢-35¢) for caretaker.
Overtime Pay:	Double time for employees on an emergency call-out on a Saturday (new).
Health and Welfare:	Extended Health Care - Maximum claim for eye glasses increases to \$70 (\$60) every 24-month period. Dental Plan (new) - Employer pays 75% of premium costs. Payments are based on the 1980 Ontario Dental Association fee schedule.
Mileage Allowance:	28¢ (25¢) per kilometer for maintenance employee.
Safety Shoe Allowance:	\$45 (\$35) per year for maintenance and stockroom employee, and for certain groups of caretakers, depending on location (new).

Carleton University at Ottawa - Academic Staff Association (Ind.) (600 professors, librarians and instructors): A 36-month renewal agreement effective from May 1, 1982 to April 30, 1985, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>	<u>May 1/84</u>
	Increases	12.5%	*	**
	<u>Annual Rates</u> (salary floor)			
	Instructor I	\$16,360 (\$14,540)		
	Instructor III	\$22,230 (\$19,760)		
	Lecturer	\$18,180 (\$16,160)		
	Librarian I	\$17,850 (\$15,870)		
	Librarian IV	\$30,060 (\$24,490)		
	Assistant Professor	\$22,710 (\$20,190)		
	Associate Professor	\$28,400 (\$25,240)		
	Professor	\$37,490 (\$33,320)		

*Increase is equal to the average increase in the Consumer Price Index for Ottawa for the 12 months preceding January 1, 1983, less 1.0%.

****Increase is equal to the average increase in the CPI for Ottawa for the 12 months preceding January 1, 1984, less 1.0%.**

Summer School Stipend: \$3,750 (\$3,100) for a full credit course and \$2,000 (\$1,650) for half credit.

Effective May 1, 1984, the stipend increase will equal the percentage wage increase.

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC) (600 graduate and undergraduate student part-time teachers): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	General Increases	13%	12%
	Graduate Student	\$13.90 (\$12.30)	\$15.58
	Undergraduate Student	\$6.22 (\$5.50)	\$6.97

Hours of Work: 10 per week (unchanged).

Paid Holidays: None.

Paid Vacation: None.

Vacation Pay: 4% of salary paid on a monthly basis (unchanged).

HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at Hamilton and 37 other hospitals in the province - Various locals, Ontario Public Service Employees (NUPGE) (CLC) (2,100 para-medical employees): Thirty-eight 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
	General Increases* (non-compounded)	10.7%	7.6%	11.5%
	<u>Monthly Rates</u>			
	Non-Registered Laboratory Technologist Grade 1	\$1,105-\$1,149 (\$998-\$1,038)	\$1,180-\$1,228	\$1,294-\$1,347
	Registered Laboratory Technologist Grade 1**	\$1,450-\$1,617 (\$1,310-\$1,452)	\$1,550-\$1,728	\$1,700-\$1,896

	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
Registered Laboratory Technologist Grade IV	\$1,712-\$1,907 (\$1,547-\$1,723)	\$1,830-\$2,038	\$2,008-\$2,236

	<u>July 1/82</u>	<u>Oct. 1/82</u>
Effective General Increases* (non-compounded)	7.6%	7.6%

Monthly Rates

Non-Registered Laboratory Technologist Grade 1	\$1,370-\$1,426	\$1,446-\$1,505
Registered Laboratory Technologist Grade 1**	\$1,800-\$2,007	\$1,900-\$2,118
Registered Laboratory Technologist Grade IV	\$2,126-\$2,367	\$2,243-\$2,498

*The award specified new monthly start rates for a Registered Technologist 1, and prescribed that all other rates be increased by a similar percentage.

**Registered Technologist 1 rate common to all hospitals. Other rates shown are for St. Joseph's Hospital, in Hamilton. Amounts shown do not include bonuses for various qualifications.

Hours of Work:	7 1/2 per day (unchanged).
Shift Premium:	Effective March 10, 1982, \$2.60 (\$1.65) per shift or 35¢ (22¢) per hour.
Overtime Pay:	Time and one-half or time off in lieu at time and one-half; the latter option to be taken within the succeeding two pay periods of occurrence. (Unchanged for St. Joseph's.)
Call Back Pay:	Effective March 10, 1982, minimum of 2 hours at time and one-half. Superior benefits prevail. (Previously, 2 1/2 hours at time and one-half or 1 1/2 hours at time and one-half if the 2 1/2 hour period ran into the regularly scheduled shift at St. Joseph's.)
Standby Pay:	Effective March 10, 1982, \$1.75 (\$1) per hour with a minimum of \$4 (unchanged) for each 8 hour period of standby if called back to work.
Paid Holidays:	11 days (unchanged).

Paid Vacation: Registered Technologist or Above - Effective January 1, 1982, 4 weeks after 4 (5) years' service and 5 weeks after 20 (22) years. Also, 3 weeks after 1 year (unchanged).

Below Registered Technologist - Effective January 1, 1982, 3 weeks after 3 (4) years' service, 4 weeks after 10 (15) years and 5 weeks after 20 (22) years. Also, 2 weeks after 1 year (unchanged).

Radiological staff now receiving 4 weeks after 1 year will continue to receive this entitlement. All newly-hired employees on or after January 1, 1981, to receive Registered Technologist entitlement in effect at their respective hospitals.

Health and Welfare: Life Insurance - Effective April 1, 1982, employer pays 90% of premium costs. (Unchanged for St. Joseph's. Some hospitals previously paid 80%.)

Extended Health Care - Effective April 1, 1982, employer pays 75% (50%) of premium costs for a plan with a \$10/\$20 deductible. Plan includes coverage for vision care to a maximum of \$60 every 24 months and hearing aids to a maximum of \$300 per person (new).

OHIP - 100% employer paid for full-time employees. (Unchanged for St. Joseph's.)

Sick Leave and Long Term Disability - Effective as soon as possible following ratification, existing sick leave accumulative plans to be converted to a 3 stage indemnity plan.

Stage 1 - Short Term Disability - Employer pays 100% of premium costs. Up to 75 days coverage; fully restored each time employee has returned to work for 3 or more weeks. Pays 66 2/3% of regular pay for employee with 3 months but less than one year of service, to 100% for employee with 4 or more years of service. No waiting period.

Stage 2 - UIC Sickness Plan - Provides coverage for the 16th to the 30th week of absence.

Stage 3 - Long Term Disability - Employer pays 75% of premium costs. Plan pays 60% of regular pay for employee with 6 months to 9 years of service, to 75% for employee with 30 or more years of service. Existing sick leave credits may be used to supplement new plan and Workman's Compensation Board benefits.

Bereavement Leave: 3 days in the event of death of a member of the immediate family (unchanged); 1 day if unable to attend funeral (new); also 1 day in the event of death of a brother-in-law, sister-in-law, grandparent of spouse, or a grandchild (new, except grandchild at St. Joseph's).

Crown Witness Leave: "No-net-loss of pay" provision now applies in the case of an employee required by subpoena to attend a court of law or required to attend a coroner's inquest in a case involving the hospital.

Paid Education Leave:	Employee receives regular pay for time spent at approved courses taken for upgrading. Employer pays fees and expenses for the successful completion of the course. (Previously, provision varied according to hospital.)
Union Leave:	<u>Provincial President or First Vice-President (new)</u> - Leave with pay and benefits granted for term of office. Union reimburses employer amounts so paid.
	<u>Executive Board Member, Executive Officer or Member of Central Negotiation Committee (new)</u> - Time off granted to exercise duties of office. Maximum of 2 employees per hospital.

FEDERAL ADMINISTRATION

<u>Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.) (960 employees):</u> A 12 1/2-month renewal agreement effective from March 16, 1982, to March 31, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.		
Wages:	Effective	<u>Mar. 16/82</u>
	Average Increase	10.88%
	<u>Annual Rates</u>	
	FS-1	\$23,621-\$32,574 (\$21,177-\$29,204)
	FS-2	\$31,894-\$46,109 (\$28,733-\$41,540)
	FS-3	\$44,749-\$59,525 (\$40,867-\$54,361)
Hours of Work:	37 1/2 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	

<u>Government of Canada (Treasury Board) - Professional Institute (Ind.) (2,210 engineering and land survey group employees):</u> A 24-month renewal agreement effective from March 15, 1982 to March 14, 1984, settled at the bargaining stage. Duration of negotiations - 3 months.		
Wages:	Effective	<u>Mar. 15/82</u> <u>Mar. 15/83</u>
	General Increases	12% 11%
	<u>Annual Rates</u>	
	EN-ENG-1	\$20,940-\$25,120 \$23,240-\$27,890 (\$17,168-\$22,428)

	<u>Mar. 15/82</u>	<u>Mar. 15/83</u>
EN-ENG-4	\$37,038-\$42,958 (\$33,070-\$37,033)	\$41,112-\$49,327
EN-ENG-6	\$47,555-\$54,895 (\$42,460-\$47,374)	\$52,786-\$62,971

NOTE: Effective March 15, 1982 and March 15, 1983, one step is added at ENG-3/SUR-2 and above.

Hours of Work: Average of 37 1/2 per week over a 28 (14) calendar day period.

Acting Pay: Qualifying period, 15 (20) working days.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1982, 5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Meal Allowance: \$4 (\$3.75) for 3 hours or more overtime. Second meal in overtime period, \$3 (\$2.50).

Terminable Allowance (Oil and Gas Engineers) (new):	<u>Level</u>	<u>Sept. 14/82</u>	<u>Mar. 14/83</u>	<u>Sept. 14/83</u>	<u>Mar. 14/84</u>
	ENG-3	\$1,350	\$1,350	\$1,075	\$1,075
	ENG-4	1,650	1,650	1,325	1,325
	ENG-5	1,900	1,900	1,525	1,525
	ENG-6	2,100	2,100	1,675	1,675

Adoption Leave: Either spouse or may be shared; not to exceed total of 26 weeks combined (new).

Bereavement
Leave: Definition of immediate family extended to include foster parents, common-law spouse resident with the employee and child of common-law spouse. 1 day's leave for the death of a grand-child (new).

Leave with Pay
For Family Related
Responsibilities: Maximum 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).

Maternity Leave: 11 weeks pre-natal without pay, 26 weeks post-natal; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of UIC benefits (new).

Leave Without
Pay: Paternity Leave (new) - Maximum 26 weeks total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee/couple, not to exceed 26 weeks combined.

Care and Nurturing of Pre-School Age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum 1 year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-school Age Children, Personal Needs or Relocation of Spouse clauses is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.

General Leave: An employee who is laid off will be forgiven any used but unearned vacation and sick leave. (Previously, only for an employee who had completed two or more years of continuous employment at the time of lay-off.)

National Research Council of Canada - Research Council Employees' Association (Ind.) (Clerical and regulatory group): A 20-month renewal agreement effective from April 26, 1982 to December 18, 1983, with wages retroactive to December 21, 1981, covering 357 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 21/81</u>	<u>Dec. 20/82</u>
	General Increases	13.37%	12.0%
	CR-Level 1	\$11,548-\$12,937 (\$10,186-\$11,411)	\$12,934-\$14,489
	CR-Level 7	\$26,044-\$28,519 (\$22,973-\$25,156)	\$29,169-\$31,941

Paid Vacation: Effective April 1, 1982, 5 weeks after 20 (22) years' service.

Maternity Leave: Effective April 1, 1982, eligible employee receives an allowance in accordance with the Supplementary Unemployment Benefit Plan of 93% of weekly rate of pay for the first 2 weeks, and up to a maximum of 15 additional weeks payments equivalent to the difference between UIC benefits the employee is eligible to receive and 93% of weekly rate of pay (new). (Previously, employee received an allowance equivalent to 2 weeks of UIC benefits during the 2-week waiting period, regardless of entitlement to UIC benefits).

For changes in Adoption Leave, Paternity Leave, Care and Nurturing of Pre-School Age Children, Personal Needs, Relocation of Spouse and Leave With Pay for Family Related Responsibilities see page 152.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (clerical services category) (10,015 employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/82	July 1/82
	General Increases	9.5%	\$9.25 per week
	<u>Weekly Rates</u>		
	Clerk 1, General	\$217.11-\$243.85 (\$198.27-\$222.69)	\$226.36-\$253.10
	Clerk 3, General	\$294.57-\$333.32 (\$269.01-\$304.40)	\$303.82-\$342.57
	Clerk 7, General	\$453.58-\$525.63 (\$414.23-\$480.03)	\$462.83-\$534.88
	Effective	Jan. 1/83	July 1/83
	General Increases	9%	\$7 per week
	<u>Weekly Rates</u>		
	Clerk 1, General	\$246.73-\$275.88	\$253.73-\$282.88
	Clerk 3, General	\$331.16-\$373.40	\$338.16-\$380.40
	Clerk 7, General	\$504.48-\$583.02	\$511.48-\$590.02
Hours of Work:	36 1/4 per week for most classifications (unchanged).		

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category (4,300 employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Apr. 1/82</u>	<u>July 1/82</u>
	Increases	9.5%	\$14.56 per week for nurses and occupational therapists; 2.25% non- compounded for all others	
	Additional Adjustments			
	Nurse 2, General	\$9.85 per week to minimum rate	\$3.83 per week to minimum rate	
	Geologist 1 and 2	1% non-compounded		
	Agricultural Specialist 3	3% based on December 31, 1981 rates.		

	<u>Jan. 1/82</u>	<u>Apr. 1/82</u>
<u>Weekly Rates</u>		
Nurse 1, General (40 hours per week)	\$363.24-\$439.04 (\$331.73-\$400.95)	\$377.80-\$453.60
Community Planner 4 (36 1/4 hours per week)	\$578.36-\$692.69 (\$528.18-\$632.59)	\$590.24-\$706.92
Education Officer 3 (36 1/4 hours per week)	\$763.49-\$952.31 (\$697.25-\$869.69)	\$779.18-\$971.88

LOCAL ADMINISTRATION

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to January 1, 1983, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan 1/82</u>
	Increase	10.31% for Fire Fighters; 6% for Clerks
	Clerk Stenographer	\$12,361-\$17,950 (\$11,661-\$16,934)
	Fire Fighter 5th Class 2nd 6 months	\$20,735 (\$18,796)
	Fire Fighter 1st Class	\$29,621 (\$26,852)
	Platoon Chief	\$39,988 (\$36,250)
	Probationary period is 12 months. Maximum rate for Clerk Stenographer is reached after five 6-month increases.	

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	13%	11.5%
	General Labourer	\$9.14 (\$8.09)	\$10.19

	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
Licensed Mechanic	\$11.36 (\$10.05)	\$12.67
<u>Salaried</u>		
Fire Hall Dispatcher	\$13,170-\$15,467 (\$11,655-\$13,688)	\$14,685-\$17,246
Contract Inspector I	\$22,306-\$26,198 (\$19,740-\$23,184)	\$24,871-\$29,211

Probationary period is 3 months. Maximum rates for Fire Hall Dispatcher and Contract Inspector I are reached after 4 annual increases.

Cost of Living Provision:

Inoperative, as previously.

Call-out Pay:

Double time for all hours worked on a statutory holiday, with a minimum of 2 hours at double time. (Previously, double time on Christmas Day and New Year's Day only.)

Paid Vacation

4 weeks after 10 (11) years' service, 5 weeks after 15 (20) years and 6 weeks after 25 (30) years.

Bereavement Leave:

Step child and step parent are added to the provision for 3 days' paid leave to attend the funeral.

Health and Welfare:

Dental Plan - Effective January 1, 1983, employer pays 100% (75%) of premium costs. Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Mileage Allowance:

38¢ (32¢) per mile.

Safety Shoe Allowance:

\$55 (\$50) per year. Effective January 1, 1983, \$60.

Tool Allowance:

\$220 (\$200) per year for mechanic, and \$110 (\$100) per year for carpenter after 1 year's service. Prorated for those with less than 1 year's service. Effective January 1, 1983, \$242 and \$121, respectively.

ADDENDUM November 1981 Settlements

WHOLESALE TRADE

Samuel, Son and Co. Limited at Mississauga - Local 6398, United Steelworkers

(AFL-CIO/CLC): A 12-month renewal agreement effective from May 6, 1982 to May 5, 1983, with wages retroactive to November 9, 1981, covering 260 employees, settled at the bargaining stage, and ratified in November, 1981. Duration of negotiations - 2 weeks.

Wages:	Effective	Nov. 9/81	Feb. 1/82	May 6/82
Average Increases	3.5% of May 6, 1981 rates plus 1¢			3.5% of May 6, 1981 rates
COLA Fold-in			16¢	
Group 1 (Labour)	\$8.24 (\$7.96)		\$8.40	\$8.67
Maintenance Electrical	\$10.16-\$10.23 (\$9.78-\$ 9.88)	\$10.32-\$10.39	\$10.63-\$10.73	
Previous rates reflect 21¢ COLA fold-in on August 3, 1981, and 16¢ folded in on November 2, 1981.				

Probationary period is 60 calendar days continuous employment. Maximum rates for Maintenance Electrical are reached after 2 two-month increases.

Cost of Living Allowance: 1¢ for each 0.35 point change in the Consumer Price Index - 1971=100. 3 quarterly adjustments, beginning with the second quarter, 1982. (Basic formula is unchanged.)

Health and Welfare: Long Term Disability (new) - Employer pays 100% of premium costs. Benefit is 40% of basic weekly pay up to a maximum of \$140 per week to age 65, or up to a maximum of 2 years if disabled in own occupation, but capable of performing other work.

Dental plan - Annual maximum benefit increases to \$1,200 (\$1,000) up to a maximum lifetime benefit of \$6,000 (\$5,000). All treatments which are expected to cost more than \$500 (\$300) must be approved before the treatment actually starts.

Pension Plan: \$10 (\$9) per month per year of credited service.

LOCAL ADMINISTRATION

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): A 12-month interim wage adjustment effective from January 1, 1981 to December 31, 1981, covering 400 employees, settled by arbitration in November, 1981. Duration of negotiations - 11 months.

Wages:	Effective	Jan.1/81	Apr. 1/81
General Increases		11.55%	1.14%
Fire Fighter III Class		\$19,767 (\$17,720)	\$19,992
Fire Fighter I Class		\$26,676 (\$23,914)	\$26,980
District Chief		\$34,145 (\$30,610)	\$34,534

Previous rates are the result of a Supreme Court decision in April 1982.

NOTE: No further details are available at this time. Benefits to be determined at arbitration.

January 1982 Settlement

MISCELLANEOUS MANUFACTURING

Johnson Matthey Limited at Toronto and Brampton - Local 9046, United Steelworkers* (AFL-CIO/CLC): A 34-month first agreement effective from January 17, 1982 to November 25, 1984 with wages retroactive to November 26, 1981, covering 200 employees, settled at the bargaining stage and ratified in January, 1982. Duration of negotiations - 3 months.

*Previously, the Canadian Labour Congress was the bargaining agent.

Wages:	Effective	<u>Nov. 26/81</u>	<u>Nov. 26/82</u>
	General Increases	13%	8%
	Skilled Trades Adjustment	15¢	
	Additional Adjustments	Some regrouping and reclassifications; addition of a Group 5 - apprentice classifications	
	Group 4 (includes Contact Assembler)	\$7.320-\$7.480 (\$6.475-\$6.620)	\$7.91-\$8.08
	Group 1A (includes Tool & Die Maker)	\$10.260 (\$8.945)	\$11.08
	Effective	<u>Nov. 26/83</u>	
	General Increase	8%	
	Group 4 (includes Contact Assembler)	\$8.54-\$8.73	
	Group 1A (includes Tool & Die Maker)	\$11.97	

Previous rates reflect a 40¢ COLA fold-in.

Probationary period is 60 calendar days. Maximum rates are reached on merit. New employee receives not less than 10¢ per hour less than the lower(est) rate of the job classification and lower(est) rate for job classification upon completion of probationary period. (Previously, 18¢ per hour less, 9¢ less after 30 days employment and lower(est) rate for job

classification upon completion of probationary period.)

Cost of Living Allowance:	1¢ for each full 0.4 point increase in the Consumer Price Index - 1971=100, using October 1982 as the base index month. Capped at 25¢ in the period November 26, 1982 to November 25, 1983 and folded into third year wage rates. Capped at 30¢ in the period November 26, 1983 to November 25, 1984, and allowed to float until termination of agreement. (Previously, capped at 20¢.) Three quarterly adjustments in each of the years 1983 and 1984. Effective the week following the quarter in which the COLA cap is reached in 1984, a one-time adjustment will be payable November 25, 1984 to all active employees.
Retroactive Pay:	\$336 for a person in the employ of the company from November 26, 1981 to January 16, 1982, and paid on a pro rata basis for any part thereof.
Shift Premium:	Effective January 18, 1982, 0-30¢-35¢ (0-25¢-30¢).
Paid Holidays:	Effective in 1982, 1 floating day is added during Christmas shutdown for a total of 12 days.
Paid Vacation:	4 weeks after 13 (14) years' service. Effective in 1983, 4 weeks after 12 years. Effective in 1984, 5 weeks after 23 (25) years.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective February 1, 1982, \$10,000 coverage. Effective December 1, 1982, \$12,000. Effective December 1, 1983, \$15,000. (Previously, \$7,000 for employee with less than 15 years' continuous service, and \$8,000 for employee with 15 or more years' service). <u>Weekly Indemnity</u> - Effective February 1, 1982, maximum benefit increases to \$205 (\$180) per week, payable on a 1-1-5-26 (1-5-26) basis. Effective December 1, 1982, \$210 per week. Effective December 1, 1983, \$220 per week. <u>OHIP</u> - Effective February 1, 1982, employer pays 100% of premium costs. (Previously, employer paid \$19 per month for single, and \$38 for family coverage plus 75% of any increase in OHIP premiums.) <u>Dental Plan</u> - Effective February 1, 1982, employer pays 100% of premium costs. (Previously, employee paid \$3.26 per month for single and \$7.04 for family coverage). Effective December 1, 1982, payments are based on the 1981 (1980) Ontario Dental Association fee schedule, and Blue Cross Rider #1 is added. Effective December 1, 1983, payments are based on the 1982 ODA fee schedule, and the balance of Blue Cross Rider #2 is added, payable on a 50%/50% co-insurance basis.
Pension Plan:	Effective January 1, 1982, a non-contributory plan to be implemented. Previous plan to be frozen at December 31, 1981 with benefit accruing to members at normal retirement date. <u>Eligibility</u> - Employee will be a member of the plan on the first of the month following 6 months of employment with service credit back to the later of his seniority date or January 1, 1982.

Basic Benefit - \$6 per month per year of credited service after January 1, 1982. Effective in 1983, \$7 per month per year of credited service from January 1, 1978. Effective in 1984, \$8 per month per year of credited service from January 1, 1978.

Normal Retirement - At age 65 - pension for life, but if married, automatic election of joint and survivor 50% pension, full actuarial equivalent, unless employee elects other form.

Early Voluntary Retirement - At age 55 plus 15 years' continuous service, and with the employer's consent - accrued pension reduced by 1/2% each month prior to attaining age 65 (unchanged).

Disability Retirement - Age 50 plus 15 years' continuous service - accrued pension reduced by 1/4% each month prior to attaining age 65 (unchanged).

Vesting (new) - Upon completion of 5 years continuous service.

February 1982 Settlements

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Canadian Union of Public Employees (CLC) (office and professional unit) (1,250 English Services Division employees): A 12-month renewal agreement effective from June 28, 1982 to June 26, 1983, settled at the bargaining stage and ratified in February, 1982. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 28/82</u>
	General Increase	11.5%
	<u>Annual Rates</u>	
	Group 1 (Office Junior)	\$11,456-\$11,832 (\$10,274-\$10,612)
	Group 7 (includes Research Assistant - Information Services)	\$22,513-\$28,046 (\$20,191-\$25,153)
	Group 9 (includes Sales Promotion Representative)	\$30,044-\$37,985 (\$26,945-\$34,067)

Hours of Work: 36 1/4 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).

Car Allowance: Sales Representatives - \$42 (\$37) per week.

Canadian Broadcasting Corporation, Canada-wide - Canadian Union of Public Employees (CLC) (production unit) (1,220 English Services Division employees): A 12-month renewal agreement effective from June 28, 1982 to June 26, 1983, settled at the bargaining stage and ratified in February, 1982. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 28/82</u>
	Increase	11.5%
	<u>Annual Rates</u>	
	Group 1 (includes Designers Helper)	\$16,116-\$17,426 (\$14,454-\$15,629)
	Group 3 (includes Camera Operator)	\$18,842-\$20,373 (\$16,899-\$18,272)
	Group 9 (includes Film Editor-in-Charge)	\$30,111-\$32,558 (\$27,005-\$29,200)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).

Car Allowance: \$45 (\$40) per week for film cameramen authorized to use personal vehicles.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (office equipment operations group): A 9-month renewal agreement effective from February 9, 1982 to November 8, 1982 with wages retroactive to November 9, 1981, covering 274 Ontario employees, settled at the bargaining stage and ratified in February, 1982. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 9/81</u>
	General Increase	12%
	<u>Annual Rates</u>	
	Duplicating Equipment Operator Sub-Group	
	OE-DE0-1	\$11,379-\$13,917 (\$10,160-\$12,426)
	OE-DE0-3	\$15,732-\$17,748 (\$14,046-\$15,846)

Nov. 9/81

Microphotography
Equipment Operator
Sub-Group

OE-MEO-5

\$20,096-\$22,706
(\$17,943-\$20,273)

Red Circle Lump Sum Payment: 12% (9%) of the annual rate received November 8, 1981 (November 11, 1979) if employee is red-circled for the life of the agreement or a lump sum equal to the difference between that amount calculated and the increase in the annual rate on November 9, 1981 if the red-circled rate is removed.

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour.

Standby Pay: \$6 (\$5) on a regular work day and \$12 on a day of rest or paid holiday (new).

Paid Vacation: 5 weeks after 20 (22) years' service.

Bereavement Leave: Definition of immediate family extended to include common-law spouse.

For changes in Adoption Leave, Maternity Leave, Paternity Leave, Care and Nurturing of Pre-School Age Children, Personal Needs, Relocation of Spouse and Leave With Pay for Family Related Responsibilities see page 152.

Sick Leave: 10 (7) days without a medical certificate per year.

Overtime Meal Allowance: \$4 (\$3.50) after 3 hours and \$3 (\$2.50) after 4 additional hours.

Negotiations in Progress during March 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ms Mine and Sherman Mine, liffs of Canada Ltd., oston Twp. and Temagami	United Steelworkers (AFL-CIO/CLC)	788	B
merican Can of Canada Inc. Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
co Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260	B
hitectural Glass and Metal ontractors Assn.	Painters (AFL-CIO/CLC)	600	B
ociated Fur Industries of oronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	350	CO
mic Energy of Canada Ltd., adio Chemical Co./Commercial roducts, Ottawa	Energy and Chemical Workers (CLC)	306	B
omotive Hardware Ltd., Automatic crew Machine Products Ltd. and ederal Bolt and Nut Corp. Ltd., oronto	United Steelworkers (AFL-CIO/CLC)	335	MED/WS
son and Hedges (Canada) Ltd., rampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264	B
& M Products Ltd., Markham	United Steelworkers (AFL-CIO/CLC)	200	B
ada Cycle and Motor Co. Ltd., Weston	Auto Workers (AFL-CIO/CLC) (production empls.)	500	CO
adian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	600	B
adian Timken Ltd., St. Thomas	United Steelworkers (AFL-CIO/CLC)	335	CO
iron Inc. (Ingot Mould Foundry), Hamilton	United Steelworkers (AFL-CIO/CLC)	224	B
nteen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	MED
hwirco Inc., Simcoe	United Steelworkers (AFL-CIO/CLC)	250	CO
rborundum Canada Inc., Niagara Falls	United Steelworkers (AFL-CIO/CLC)	250	B
rpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contrac- tors Assn., Resilient Flooring Contractors Assn. of Ont., Indus- trial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	12,500	B

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Carrier Canada Ltd., Bramalea	Sheet Metal Workers (AFL-CIO/CLC)	230	CO
Celanese Inc., Millhaven	Energy and Chemical Workers (CLC)	675	B
Cement Masons Employer Bargaining Agency, Labour Relations Bureau of Ont., General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,300	B
Certified Brakes - Lear Siegler Co. (Certified Automotive Products (Central) Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	710	CO
Cornwall Spinners Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	249	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525	B
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	250	B
Daymond Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	230	B
Dempster's Bread - Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.)	275	MED
Dominion Stores, Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	10,000	B
Dominion Stores, Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970	B
Domtar Inc. (Domtar Construction Materials/Gypsum Products), Caledonia	United Steelworkers (AFL-CIO/CLC)	220	PCE
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	486	B
Durham Board of Education	CUPE (CLC)	365	B
Eaton Yale Ltd. (Suspension Div.), Wallaceburg	Auto Workers (AFL-CIO/CLC)	397	CO

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	217	MED
B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	745	B
Electrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	10,000	CO
SCA Generation Projects Construc- tion	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000	B
tobicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
tobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
xtendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls., full-time and part-time)	2,945	ARB
iberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325	B
raser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
eneral Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	MED/WS
overnment of Canada (Treasury Board), province-wide**	Professional Institute (Ind.) (physical sciences group)	202	B
reat Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	245	PCB
reat Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
reb Industries Ltd., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	243	B
alton Regional Municipality	Cdn. Operating Engineers (CCU)	250	ARB
amilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	B
J.Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL- CIO/CLC)	1,180	CO

*Federal jurisdiction

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
John T. Hepburn Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	277	B
Inco Ltd. (Inco Metals Co.), Sudbury	United Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640	B
Inco Ltd. (Inco Metals Co.), Port Colborne	United Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	735	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	B
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B
Kimberley-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls. and electricians)	740	B
Labourers Employer Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	CO
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	ME
Liquor Control Board of Ontario, and Liquor License Board of Ontario, province-wide	Ontario Liquor Board Employees' Union (NUPGE) (CLC)	3,500	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	1,550	B
Loblaws Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	6,000	B
London City Board of Education	CUPE (CLC) (full-time and part-time custodians)	340	B
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	300	ME
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	CO
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.) (Units A, B and C)	1,120	AR
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	AR
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto House Builders Assn.	Labourers (AFL-CIO/CLC)	200	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	B
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	500	C0
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/ CLC)	500	B
Metropolitan Toronto Sewer and Watermain Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	800	C0
Lincoln Canada Inc. and Midas Manufacturing Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
Western Building Cleaning (Div. of Westlane Enterprises), Toronto	CUPE (CLC)	330	C0
March Fine Foods Ltd., Toronto	Teamsters (Ind.)	252	B
National Capital Road Builders Assn.	Intl. Operating Engineers (AFL- CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	C0
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC) (com- munications officer, computer systems administration)	330	B
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province- wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	C0
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	C0
North York City Corp.	CUPE (CLC) (outside, inside and dental hygienists)	1,230	C0
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
North York City Hydro-Electric Commission	CUPE (CLC)	300	B
Northern Telephone Ltd., province- wide	Communications Workers (CLC)	240	B

Federal jurisdiction

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag.
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	WS
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	400	B
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	ARB
Ontario Hydro, province-wide	CUPE (CLC)	15,200	CO
Ontario Hydro	Office Employees (AFL-CIO/CLC)	260	B
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,250	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (graduate assistants, part-time)	325	MED
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	5,000	B
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	11,000	B
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,500	B
Ontario Operating Engineers Employer Agency	Intl. Operating Engineers (AFL-CIO/CLC)	1,750	B

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	875	B
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	250	B
Ontario Refrigeration and Air Conditioning Contractors Assn.	Plumbers (AFL-CIO/CLC)	900	B
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	6,500	B
Ontario Terrazo Tile and Marble Guild	Bricklayers (AFL-CIO/CLC)	1,000	CO
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	800	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	CO
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	ARB
Ottawa Construction Assn.	Carpenters (AFL-CIO/CLC)	275	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	MED
Painters Employer Bargaining Agency	Painters (AFL-CIO/CLC)	3,500	B
Paton and Baldwins (Canada) Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	370	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Philips Electronics Ltd. (Strathroy Furniture), Strathroy	Christian Labour Assn. (Ind.)	250	B
Residential Sheet Metal Constructors Organization	Sheet Metal Workers (AFL-CIO/CLC)	300	B
Rodmen Employer Bargaining Agency	Structural Iron Workers (AFL-CIO/CLC)	1,000	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	750	CO
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580	CO

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Silknet Ltd., Cambridge	United Textile Workers (AFL-CIO/CLC)	200	CO
Simcoe County Board of Education	CUPE (CLC)	366	MI
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	MI
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	MI
Simmons Ltd., Peel region	Electrical Workers (UE) (CLC)	230	B
Spruce Falls Power and Paper and Kimberley Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,440	B
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	5,200	B
Sterling Drug Ltd., Aurora	Energy and Chemical Workers (CLC)	200	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	MI
Sunar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	9,000	B
Teamsters Employer Bargaining Agency	Teamsters (Ind.)	500	B
Thunder Bay City Corp.	CUPE (CLC)	305	CO
Toronto City Board of Education	Council of Trade Unions	300	CO
Toronto City Board of Education	Toronto Educational Assistants Assn. (Ind.)	430	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	200	CO

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Hotels Extra Waiters	Hotel Employees (AFL-CIO/CLC)	350	B
Ontario Masonry Contractors Assn.	Bricklayers Independent Union (CCU)	1,850	B
Ontario Spring Manufacturers	United Steelworkers (AFL-CIO/CLC)	200	B
Ontario Star Newspapers Ltd.	Printing and Graphic Union (AFL-CIO/CLC)	332	B
St. John's Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	B
Union Carbide Canada (Carbon Products), Welland	Electrical Workers (UE) (CLC)	500	PCB
United Co-operatives of Ontario (Tend-R-Fresh Plant), Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	225	B
United Parcel Service Canada Ltd., province-wide	Teamsters (Ind.)	324	PCB
University of Western Ontario (Physical Plant Dept.), London	CUPE (CLC)	330	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, Librarians, and other empls.)	515	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	280	B
Victoria Hospital Corp. and others, southwestern Ontario	Service Employees Intl. (part-time, non-medical empls.)	1,208	ARB
Webster Manufacturing (London) Limited	Molders (AFL-CIO/CLC)	300	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	350	CO
Willroy Mines Ltd., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	250	B
Windsor City Board of Education	CUPE (CLC)	235	CO
Windsor Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/ CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	550	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	200	B

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Windsor Western Hospital Centre Inc. (Riverview Unit) and (I.O.D.E.) Unit) and three other hospitals, Windsor	Service Employees Intl. (AFL-CIO/CLC)	1,124	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	AR
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	B
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	280	B
York University	Faculty Assn. (professors, assistant professors, librarians and other empls.)	950	PC
<u>More Than One Province</u>			
Abitibi-Price Inc. and subsidiaries, Ont., Que. and Nfld.	Cdn. Paperworkers (CLC) (mill empls.)	5,650	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,700	B
CIP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	B
CN/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.)	2,820	CO
CN Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,005	B
CN Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, and other empls.)	7,610	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, station services and other empls.)	1,750	B

**Federal jurisdiction

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
P Rail, system-wide**	Locomotive Engineers (Ind.)	1,910	B
P Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
P Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, and other empls.)	5,435	B
Canada Packers Inc., Canada-wide (except Nfld., N.S. and N.B.)	Food and Commercial Workers (AFL-CIO/CLC)	5,600	B
Canada Post, Canada-wide**	Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	2,252	B
Canadian International Paper and New Brunswick International Paper, N.B., Que. and Ont.	Cdn. Paperworkers (CLC)	5,000	B
ainers Ltd., Ont., Alta., B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,300	B
overnment of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	CB
overnment of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	2,930	B
overnment of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (nursing group)	1,340	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	595	B
overnment of Canada (Treasury Board)**	PSAC (CLC) (administration services group)	5,680	B
overnment of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,400	B
overnment of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL-CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	CO

*Federal jurisdiction

Negotiations in Progress during March 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1982

Employer and Location	Union	No. of Empls.
Abitibi-Price Fine Papers (Port Arthur Div.), Thunder Bay	Cdn. Paperworkers (CLC)	482
Abitibi-Price Inc., Iroquois Falls	Cdn. Paperworkers (CLC)	646
Abitibi-Price Inc., Iroquois Falls	Cdn. Paperworkers (CLC)	272
Abitibi-Price Inc., Sault Ste. Marie	Cdn. Paperworkers (CLC)	362
Abitibi-Price Inc., Smooth Rock Falls	Cdn. Paperworkers (CLC)	376
Abitibi-Price Inc., Thunder Bay	Cdn. Paperworkers (CLC)	230
Abitibi-Price Inc. (Div. of Abitibi Forest Products Ltd.), Thunder Bay	United Paperworkers (AFL-CIO/CLC)	287
Abitibi-Price Inc. (Fort William Div.), Thunder Bay	Cdn. Paperworkers (CLC)	288
Architectural Glass and Metal Contractors Assn., province-wide	Painters (AFL-CIO/CLC)	600
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650
Boise Cascade Canada Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	216
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	225
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	600
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	380
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	380
Cannon Inc. (Ingot Mould Foundry), Hamilton	United Steelworkers (AFL-CIO/CLC)	224
Carborundum Canada Inc., Niagara Falls	United Steelworkers (AFL-CIO/CLC)	250
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont., Industrial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	12,500

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1982 (cont'd)

Employer and Location	Union	No. of Empl.
Cement Masons Employer Bargaining Agency, Labour Relations Bureau of Ont. General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont. and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,300
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	250
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	450
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	486
Eaton Yale Ltd. (Suspension Div.), Wallaceburg	Auto Workers (AFL-CIO/CLC)	397
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	745
E.B. Eddy Forest Products Ltd., Ottawa	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	450
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CLC)	1,500
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO/CLC)	600
Electrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	10,000
EPSCA Generation Projects Construction, province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000
EPSCA Transmission System Construction, province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC)	400
Fraser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550
Fruehauf Canada Inc., Mississauga	Auto Workers (AFL-CIO/CLC)	540
Government of Canada (Treasury Board), province-wide	Professional Institute (Ind.) (physical sciences group)	202
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1982 (cont'd)

Employer and Location	Union	No. of Empls.
J. Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,180
terior Systems Contractors Assn. of Ontario (Residential)	Carpenters (AFL-CIO/CLC)	1,000
berly-Clark of Canada, Terrace Bay	United Paperworkers and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls. and electricians)	740
ourers Employer Bargaining Agency, Province-wide	Labourers (AFL-CIO/CLC)	16,000
blaws Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC)	6,160
blaws Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC)	525
blaws Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	450
blaws Ltd., southern Ontario	Food and Commercial Workers (AFL-CIO/CLC)	795
ndon City Board of Education	CUPE (CLC) (full-time custodians)	324
EMillan Bloedel Industries Ltd. (Sturgeon Falls Div.)	Cdn. Paperworkers (CLC)	350
ropolitan Toronto Plumbing and Heating Contractors Assn.	Plumbers (AFL-CIO/CLC) (residential)	650
ropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200
ropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CLC)	300
ropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400
ropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	500
ropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500
ropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	800
March Fine Foods Ltd., Toronto	Teamsters (Ind.)	252

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1982 (cont'd)

Employer and Location	Union	No. of Emps.
National Capital Road Builders Assn.,	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	400
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,250
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	5,000
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	11,000
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,500
Ontario Millwrighting Contractors (maintenance agt.)	Carpenters (AFL-CIO/CLC)	400
Ontario Operating Engineers Employer Agency	Intl. Operating Engineers (AFL-CIO/CLC)	1,750
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC)	875
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC)	266
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	250
Ontario Refrigeration and Air Conditioning Contractors Assn.	Plumbers (AFL-CIO/CLC)	900
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	6,500
Ontario Terrazzo Tile and Marble Guild	Bricklayers (AFL-CIO/CLC)	1,000
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	800
Oshawa Area Signatory Contractors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	200
Ottawa Construction Assn.	Carpenters (AFL-CIO/CLC)	275
Painters Employer Bargaining Agency, province-wide	Painters (AFL-CIO/CLC)	3,500

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1982 (cont'd)

Employer and Location	Union	No. of Empls.
ons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	370
lar Castings Ltd., Div. of Pedlar Industrial nc., Oshawa	United Steelworkers (AFL-CIO/CLC)	233
lips Electronics (Strathroy Furniture), strathroy	Christian Labour Assn. (Ind.)	250
neer Chain Saw Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	200
sterers Employer Bargaining Agency rovince-wide	Plasterers (AFL-CIO/CLC)	1,000
idential Sheet Metal Contractors rganization, OLRB Area 8	Sheet Metal Workers (AFL-CIO/CLC)	300
men Employer Bargaining Agency, rovince-wide	Structural Iron Workers (AFL-CIO/CLC)	1,000
al York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	750
uce Falls Power and Paper Co. Ltd. and imberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC)	1,070
uce Falls Power and Paper Co. Ltd. and imberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC)	225
msters Employer Bargaining Agency, rovince-wide	Teamsters (Ind.)	500
nder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	400
nder Bay Construction Assn. (General ontractors Div.)	Carpenters (AFL-CIO/CLC)	450
onto Heavy Construction Assn. (Subway nd General)	Labourers (AFL-CIO/CLC)	200
on Carbide Canada (Carbon Products), elland	Electrical Workers (UE) (CLC)	500
iversity of Guelph	CUPE (CLC)	395
iversity of Western Ontario (Physical lant Dept.) , London	CUPE (CLC)	330
iversity of Windsor	Service Employees Intl. (AFL-CIO/CLC)	280
tclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1982 (cont'd)

Employer and Location	Union	No. of Empls.
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	350
Windsor Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/CLCO, Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	550
York University, Toronto	CUPE (CLC)	275
York University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians and other empls.)	950

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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
APRIL 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

FOREWORD

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

May 29, 1982

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Highlights

Electric Power Utilities Settlements. A province-wide renewal agreement was approved in April by 15,500 employees of Ontario Hydro, members of Local 1000, Canadian Union of Public Employees (CUPE). Prior to the commencement of current contract negotiations, the union's sub-committees carried out extensive discussions designed to reduce the number of issues which would appear on its 1982 bargaining agenda. Furthermore, the Joint Committee on Relationships designed a timetable to handle the forthcoming negotiations. It allowed for sub-committees bargaining in early January, and for discussions at the main committee level during the following four-week period. This would permit the union members to vote on a final offer by the March 31 expiry date of the present contract. The main committee went into negotiations on January 20 after deciding which unresolved sub-committee items should be added to its master agenda.

The union's preliminary proposals included a wage/salary increase of 22 per cent over one year, plus a COLA escalator triggered after inflation had eroded half of the negotiated increase. Among other priority matters were a reduction in work hours for employees on a 40-hour week and improvements in provisions governing shift and overtime payments, annual vacations, pensions, maternity leave and day care. The union also sought extra increases for operators and mechanical maintenance staff at Hydro's nuclear, thermal, chemical, and heavy-water plants, who last year were the target of a raid by the rival Canadian Union of Operating Engineers.

The management negotiators' goal was to settle for a first year increase which would not exceed the rise in the CPI, and as a bargaining guide they had the example of a December settlement covering the utility's professional employees. The 5,700-member unit of the Society of Ontario Hydro Management and Professional Staff, who originally sought an annual salary increase of 23 per cent, eventually accepted a 1982 raise of 14.45 per cent paid in two stages. The first installment of 10 per cent went into effect on December 31, 1981 and was to be followed by a non-compounded raise of 4.45 per cent on June 24. An additional provision allowed for further salary adjustments on the latter date, if the Society members' salaries during the year did not keep pace with those of other Ontario engineers, as measured by the annual APEO survey. The settlement also included a new provision calling for employer payments of 93 per cent of regular salary for the first two weeks of maternity leave before unemployment insurance benefits become available. The clause also provided for maintenance of benefits and service credits during the following 15 weeks of unpaid leave. Other negotiated changes included improvements in vacation, overtime and dental plan provisions. The accord was concluded in mediation and was approved by an 88.8 per cent affirmative vote.

The Hydro-CUPE agreement was eventually settled in direct bargaining as scheduled, and was endorsed in mid-April by a 76 per cent majority of the hourly-rated and salaried employees. The two-year pact called in the first year for a fold-in of 3.6 per cent in past cost-of-living adjustments plus a general wage/salary increase of 12.8 per cent. Another increase of 10 per cent was provided on April 1, 1983 along with a COLA escalator tied to the CPI. The COLA formula stipulated monthly adjustments matching any percentage increase in the index over 10 per cent, capped at 14 per cent. The

new agreement also included an improvement to 8 per cent (from the previous 5 per cent) in the pay differential for mechanical maintainers (Nuclear and Thermal) and special payments for nuclear operators. The latter group was provided with a special premium of \$40 per week and new payments of \$1,500 each, upon completion of an AECB licensing program and a First Operator's program. In the area of benefits there were improvements in vacation eligibility, extended health care and dental plans, higher meal allowances and a new provision for paid maternity leave, similar to that earlier obtained by the professional staff.

In previous years, the Ontario Hydro-CUPE accords have not only permitted the company to reach comparable settlements with its construction field work force, but also served as pace-setters for the concurrent negotiations between various municipal utilities and their employees. However, this year's settlements indicate that contract bargaining in the municipal sector has been more influenced by local economic factors than by the sector's usual settlement pattern. For instance, a moderate settlement, reflecting difficult economic conditions in the city, was signed in April by the Windsor Utilities Commission and its 200 outside workers, members of Local 636, International Brotherhood of Electrical Workers (IBEW). The 1982-83 renewal agreement was reached in direct bargaining and provided two general wage increases of 8 per cent effective on April 1 of each year. It also included two extra adjustments of 20-25 cents per hour for skilled tradesmen on each October 1. In addition, quarterly COLA payments are to be triggered in the second year of the contract if the CPI reaches 9.5 per cent. Other improvements related to shift premiums, meal allowances and the pension plan.

Two-year agreements between Toronto Hydro-Electric System and CUPE Local 1 were settled in mediation, a few days prior to a legal strike date. The final settlement followed the rejection of an earlier management offer. The proposal, turned down by a 91 per cent majority, included salary increases of 10.25 per cent in 1982 and 7 per cent in 1983, with maintenance of a limited COLA clause. The 850 clerical and hourly-rated employees, who originally sought a 16.5 per cent wage increase in one year, finally accepted a monetary package including a pay increase of 13.25 per cent effective February 1, 1982 and a minimum of 9 per cent a year later, both with a partial cost-of-living protection. Among negotiated gains in fringe benefits was a paid maternity leave clause similar to that later agreed to at Ontario Hydro. [For more details see pp. 67-68 of the February 1982 issue of this report.]

At the end of April, additional major bargaining sessions in the municipal utilities sector were taking place in North York City and Scarborough Borough (two CUPE and two IBEW agreements, respectively, due for renewal March 31, 1982) and in Hamilton, where the present IBEW contract does not expire until June 30. In Scarborough, the IBEW applied for conciliation in late March, but has since been replaced by a newly formed Canadian union, the Utility Workers of Canada. In the other two cities, direct talks are continuing, with the North York dispute heading to conciliation. It is likely that the outcome of these negotiations will be influenced by the Ontario and Toronto Hydro settlements, since they have also been used as a benchmark for several other major negotiations in the area involving school support and civic employees, firefighters and policemen.

School Support Staff Settlements. During April, public school boards in Ontario concluded 7 renewal agreements affecting over 2,500 non-teaching staff, almost half of them working in the Toronto area. The recent accords brought to 21 the number of major school support staff contracts (each covering 200 or more employees) settled since the beginning of 1982. The 21 agreements resulted from 19 separate settlements and involved a total of about 7,500 employees, members of the Canadian Union of Public Employees (CUPE) covered by contracts scheduled for renewal in the past 9 months. Eight of the 19 settlements were reached by direct bargaining, four at the conciliation stage and the remaining seven in mediation. Fourteen of the new pacts were of a one-year duration, running through December 31, 1982. The remaining five covered a two-year period, with four of them dating back to mid-1981 and only one extending to the end of 1983. The settlements provided 1982 wage/salary increases in the 11 to 12.5 per cent range and moderate improvements in such benefits as shift premiums, various allowances and health insurance plans.

The main 1982 negotiations involved a total of 6,000 caretaking, maintenance and administrative employees represented by CUPE in Metro Toronto and covered by separate contracts with the area's six public schools boards. The union, contending that the employees had fallen 2 per cent behind inflation over the past two years, included in its initial bargaining proposals a wage increase of \$2 per hour or 20 per cent, whichever was the greater, over one year plus numerous benefit improvements.

The first group to settle were the 1,500 full-time and part-time caretakers and maintenance workers in Scarborough, who had earlier voted to strike on March 1 in response to the board's proposed 10.5 per cent wage increase. However, the walkout was called off after renewed mediation efforts produced an improved offer of 12.5 per cent. The accepted settlement also contained increases in shift premiums, allowances for tools, safety boots and uniforms, and higher payments for certified stationary engineers. The board also agreed to pay 75 per cent of premium costs for a new comprehensive dental plan and 20 cents per hour in lieu of fringe benefits for part-time workers. [For details of the two agreements see pp. 145-146 of the March 1982 issue of this report].

The Scarborough agreement set a precedent for concurrent negotiations involving CUPE members employed by school boards in other areas. Similar settlements, all concluded either in direct talks or conciliation, were approved later in March by caretakers in the Boroughs of Etobicoke (500 employees) and York (234 employees), in April by caretaking and administrative staff in the City of Toronto (3 contracts covering a total 1,300 employees) and, in May in the City of North York (2 contracts covering a total of 1,420 employees). The outstanding two major contract disputes, covering 300 tradesmen and 350 educational assistants employed by the Toronto City school board, remained unresolved by the end of May.

Outside the Metro Toronto area, two significant settlements were earlier endorsed in Peel Region by 950 custodial and clerical employees, covered by contracts that expired in June 1981. Both units were seeking improvements in wages and benefits amounting to 21 to 24 per cent over one year, while the board was offering 12 per cent, less 2.5 per cent for the clerical group to cover full cost of OHIP and other existing benefits. The eventual two-year clerical contract, reached in mediation, gave the employees

two successive salary increases of 13 and 12 per cent and a fully paid health insurance coverage. A parallel settlement for the custodial staff provided additional increases of 6 to 15 per cent for low-paid matrons, printing, bindery and cafeteria workers in the first year and extra adjustments of up to 3.1 per cent for leadhands in the second year [See pp. 16-18 of the January 1982 issue of this report for more details].

A similar settlement averted a walkout by 250 custodians at the Dufferin-Peel Roman Catholic schools set for February. The CUPE members, without a contract since September 30, were seeking a 25 per cent pay raise over two years, plus shift premiums and fully paid benefits. They decided to strike in protest at the board's offer of a 12 per cent increase in each year, but without any other improvements. The mediated settlement, approved in March, included a general increase of 12.5 per cent retroactive to October 1, 1981 plus 30 cents per hour for cleaners next March 1, and a further 12 per cent for all employees on October 1, 1982. Three weeks of paid vacations after two years' service (rather than three years) was also agreed to.

The question of special increases for lower paid female employees, which in the above disputes was of top priority for the union, also contributed to last year's major work stoppage by school support staff in the City of Hamilton. The 530 workers remained on strike for 8 weeks to support a request that the caretakers and cleaners (covered by two separate contracts which expired April 15 and September 30, 1981, respectively) be merged into a single bargaining unit. The common contract would facilitate elimination of discriminatory treatment of the female cleaners, who in the past were denied the pay levels and pension plan enjoyed by the male caretakers. The union's request was eventually granted in a mediated settlement. The resultant common contract, running through April 14, 1983, integrated seniority lists of both groups and standardized other contract terms, which were vastly inferior in the last cleaners' agreement. Under the new terms, the 230 caretakers received a two-step general wage increase of 23.5 per cent over two years, with the initial 12 per cent retroactive to April 15, 1981. The 300 cleaning and cooking staff were given a 30.2 per cent pay raise over 18 1/2-months. It consisted of 15.5 per cent on October 1, 1981, 7 per cent on April 15, 1982 and 7.7 per cent on October 1, 1983 and considerably narrowed the existing male-female wage gap. [See pp. 755-756 of the December 1981 issue of this report for more details.]

Municipal Sector Settlements. The volume of the usual early spring bargaining in the municipal field was relatively light this year, as only eight major local governments settled agreements of a one-year duration during the last round of negotiations. They included civic employees' agreements in the Metropolitan Toronto area (with the exception of Etobicoke), City of North Bay and York Regional Municipality. The remaining 19 major local governments signed longer term agreements either in 1981 or in the preceding years. As a result, civic contract renewal talks at the end of 1981 included 12 major sets of negotiations affecting about 15,000 inside and outside employees, with two-thirds of them in the Metro Toronto area. The 15,000 employees were covered by 25 separate contracts, of which all but one expired December 31. They comprised about 60 per cent of the 25,000 civic employees in the province in bargaining units of 200 or more workers, all represented by the Canadian Union of Public Employees.

Up to the end of April, the union had renegotiated 20 of the expired contracts. The new agreements resulted from 8 settlements covering all but 1,700 of the employees affected by the recent negotiations. Ten of the ratified contracts, although deriving from four separate bargaining situations, were actually based on the joint settlement signed in April by two CUPE locals and the Metropolitan Toronto and Toronto City corporations. The remainder came as a result of four other accords settled in the preceding two months. Of the eight settlements, one was achieved in direct bargaining and six were agreed to either at the conciliation or post-conciliation stage. The remaining one, involving four bargaining units in Sudbury, was concluded with mediation assistance during a three-day walkout by the city's 160 outside workers.

As in the past, most of the negotiations were conducted on an individual basis, with CUPE locals in some areas, such as Metro Toronto, Sault Ste. Marie, and Sudbury, maintaining the practice of joint or co-ordinated bargaining. The key negotiations involved CUPE Locals 43 and 79 acting jointly on behalf of nearly 10,000 hourly-rated and salaried employees covered by five individual agreements with the City of Toronto, Metropolitan Toronto and the Metro Toronto Licensing Commission. Among the Locals' 39 initial bargaining proposals were a 20 per cent wage increase over one year, pay parity for ambulance attendants with policemen and firefighters, a cost-of-living escalator, a provision for a 17-week paid maternity leave and a Video Display Terminal clause, that would allow pregnant women to be assigned without loss of pay to non-VDT work. The management negotiators originally offered an 8 per cent pay raise, but in the course of bargaining the figure was increased to 12 per cent over one year. However, they refused improvements in vacations, promotions in Metro, alternate rates, transfer clauses and the paid maternity leave sought by the union.

Following a breakdown in the talks, with the parties approximately 3 per cent apart in their respective bargaining positions, renewed efforts to end the dispute produced a settlement when both levels of government increased the wage offer to 12.5 per cent, matching the increase provided in the previous one-year contracts. The settlement was overwhelmingly approved in separate ratification votes by the 5,800 Metro Toronto workers in late March and two weeks later by their 3,165 Toronto City counterparts. Along with the wage increase, the one-year pact (ending in December 1982) provided for an increase in shift, weekend and "air pressure" premiums, higher mileage allowances, and improvements in dental, vision, life insurance and long-term disability coverage. The settlement also included the sought VDT clause and better job security for casual workers. Similar one-year settlements, with only minor variations reflecting local conditions, were shortly afterwards offered and accepted in Scarborough and North York City. In the interim, the remaining separate negotiations in the area, including East York, Etobicoke and York Borough and Regional Municipality, were continuing at the end of April. The eventual settlements for these units will most likely follow the area's financial package pattern. That pattern was since confirmed in the Toronto-area agreements for firefighters and in just released arbitration awards for 6,500 uniformed and civilian employees in the Metropolitan Toronto police force.

In other parts of the province, the municipal corporations of North Bay, Sault Ste. Marie and Sudbury City and Regional Municipality signed two-year agreements with general wage increases of 13 per cent in 1982 and in most cases 11 or 11.5 per cent in 1983. However, in the Sudbury area, the

new contracts covering three inside units actually called in the second year for a non-compounded salary increase of 13 per cent. The remaining three outside units received an hourly pay raise of \$1.14 or about 11 per cent. The existing cost-of-living escalators provided by the previous agreements in all of the three centres were either suspended (Sault Ste. Marie), deleted (Sudbury) or remained inoperative (North Bay). Meanwhile, the outstanding negotiations on contract renewal for 305 inside employees in Thunder Bay have been postponed until an internal CUPE dispute is settled. The conflict involves 76 members of Local 67 employed in technical positions at city hall, who wish to break away from CUPE and form their own bargaining unit. A labour board ruling on that request is pending. An additional issue involving non-union personnel doing the bargaining unit jobs, presently at arbitration, is also hampering the talks.

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FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind.): A 24-month renewal agreement effective from April 12, 1982 to April 11, 1984, covering 356 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Apr. 12/82</u>	<u>Oct. 12/82</u>
	Increases:		
	General Labour Groups	20¢	15¢
	Maintenance and Refrigeration Groups	25¢	20¢
	COLA Fold-in	\$1.30	
	Light General Worker	\$8.67 (\$7.17)	\$8.82
	Third Class Stationary	\$10.60 (\$9.05)	\$10.80
	Effective	<u>Apr. 12/83</u>	<u>Oct. 12/83</u>
	Increases:		
	General Labour Groups	20¢	15¢
	Maintenance and Refrigeration Groups	25¢	20¢
	Light General Worker	\$9.02	\$9.17
	Third Class Stationary	\$11.05	\$11.25
Cost of Living Allowance:	2¢ float continues.		
	1¢ for each 0.5 point increase in the Consumer Price Index - 1961=100, above the base of 320.1. Adjusted semi-annually. (Basic formula is unchanged).		
Bereavement Leave:	Grandmother and grandfather are added to the provision for 3 days' paid leave.		
Health and Welfare:	Life Insurance - Effective June 1, 1982, \$10,000 (\$8,000) coverage. Effective June 1, 1983, \$12,000.		
Safety Shoe Allowance (new):	Employer contributes up to a maximum of \$30 per year.		

Dempster's Bread - Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 275 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	\$1.10	95¢
	Feeder Packer	\$9.12 (\$8.02)	\$10.07
	Electrician	\$11.32 (\$10.22)	\$12.27
Lump Sum Payments:	\$75 (\$50) paid June 15, 1982, December 15, 1982, June 15, 1983 and December 15, 1983.		
Shift Premium:	60¢ on the sixth or seventh shift (new).		
Paid Vacation:	4 weeks after 10 (11) years' service, 5 weeks after 18 (25) years and 6 weeks (new) after 25 years.		
Attendance Bonus:	\$60 (\$50) per quarter plus \$60 (\$50) for each year completed without absence, to a maximum of \$300 (\$250) per year.		
Health and Welfare:	<u>Life Insurance and A.D. & D. - Effective May 1, 1982, \$11,000 (\$10,000) coverage. Effective January 1, 1983, \$12,000.</u> <u>Semi-Private Hospitalization (new) - Effective May 1, 1982, employer pays 100% of premium costs.</u> <u>Weekly Indemnity - Effective May 1, 1982, benefit increases to \$189 or the UIC maximum sick benefit, whichever is greater (previously \$175).</u> <u>Long Term Disability - Employee with 15 years or more service who is totally disabled through sickness or non-compensable accident receives up to a maximum of 3 further years at a rate of \$1,000 per month less CPP or other legislated benefits, beyond the 104 weeks of Weekly Indemnity, UIC and Long Term Disability benefits.</u>		
Safety Shoe Allowance:	\$100 (\$90) annually.		

TEXTILE

Patons & Baldwins Canada Inc. at Toronto - Local 836, Clothing and Textile Workers
(AFL-CIO/CLC): A 24-month renewal agreement effective from May
1, 1982 to April 30, 1984, covering 350 employees, settled at the
bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 2/82</u>	<u>May 1/83</u>
	General Increases	60¢	60¢
	Skilled Trades Adjustment	67¢-86.5¢	
	Labourer (Maintenance General Services)	\$5.835-\$6.095 (\$5.235-\$5.495)	\$6.435-\$6.695
	Mechanic 2	\$8.810-\$8.970 (\$7.405-\$7.565)	\$9.410-\$9.570

Probationary period is 2 months. Maximum rates for Labourer (Maintenance General Services) are reached after 1 year, and for Mechanic 2 after 2 months.

Paid Holidays: A full day (1/2 day) preceding New Year's Day, and a full day (1/2 day) preceding Christmas Day are added for a total of 12 days.

Paid Vacation: 4 weeks after 13 (14) years' service and 5 weeks (new) after 27 years.

Attendance Bonus (new): \$25 upon completion of 3 months of perfect attendance, including no lates and no leaving early, plus, \$50 after 6 months, \$50 after 9 months and \$75 after 12 months.

Health and Welfare: Sick Benefit - \$20 (\$15) per day.

Safety Shoe Allowance: Employer contributes 50% of the cost, up to a maximum of \$20 for 1 pair per year for employees in the Machinery Maintenance, Carpenter and Maintenance General Services classifications. (Previously, paid up to a maximum of \$9 for 1 pair per year.)

Celanese Canada (Millhaven) Inc., formerly Millhaven Fibres Limited (Millhaven Works) at Kingston - Local 9670, Energy and Chemical Workers (CLC) (775 employees): A 24-month renewal agreement effective from April 7, 1982 to March 31, 1984, with wages retroactive to April 1, 1982, settled at the bargaining stage. Duration of negotiations - 3 months. Previous agreement expired March 31, 1982.

Wages:	Effective	Apr. 1/82	Nov. 1/82	Apr. 1/83	Nov. 1/83
General Increases		11%	3%	10%	3%
Bobbin Recovery Operator		\$8.50 (\$7.66)	\$8.76	\$9.64	\$9.93
Labourer		\$9.04 (\$8.11)	\$9.31	\$10.24	\$10.55
Electrician		\$11.47 (\$10.33)	\$11.81	\$12.99	\$13.38

Previous rates include a readjustment in hourly wages effective December 1, 1981.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective January 1, 1983, 0-40¢-50¢ (0-28¢-39¢).

Sunday Premium: Effective January 1, 1983, \$2 (\$1.50) per hour.

Working Leader Premium: Effective April 1, 1983, 45¢ (35¢) per hour more than the highest rated employee in the group.

Lead Hand Premium: Effective April 1, 1983, 59¢ (45¢) more than the highest rated employee in the group.

Instructor Premium: Effective April 1, 1983, 25¢ (21¢) per hour.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 3 weeks after 3 (5) years' service. Also, 2 weeks after 1 year, 4 weeks after 10 years and 5 weeks after 20 years (unchanged).

KNITTING MILLS

Silknet Limited at Cambridge - Local 354, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1982 to January 31, 1984, covering 270 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

*Includes 56 employees on lay-off status.

Wages:	Effective	Feb. 1/82	June 1/82	Oct. 1/82	Feb. 1/83
General Increases		30¢	15¢	15¢	35¢
Quality Control Inspector		\$5.34 (\$5.04)	\$5.49	\$5.64	\$5.99
Electrician		\$9.50 (\$9.20)*	\$9.65	\$9.80	\$10.15
	Effective	May 1/83	Aug. 1/83	Nov. 1/83	
General Increases		10¢	15¢	20¢	
Quality Control Inspector		\$6.09	\$6.24	\$6.44	
Electrician		\$10.25	\$10.40	\$10.60	

*In July 1981, special adjustments were made to increase wage rates of Electrician and Machinist/Millwright to \$9.20 (\$6.47) and 2nd Class Engineer to \$9 (\$7.97).

Health and Welfare: Union Benefit Fund (new) - Effective October 1, 1982, employer contributes 1¢ per hour worked to be spent on improvements to benefit program. Effective February 1, 1983, employer contributes 2¢.

PRIMARY METAL

Union Carbide Canada Limited, Carbon Products, Metals at Welland - Local 523, Electrical Workers (UE) (CLC) (hourly rated plant employees): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 385 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
	General Increases	11%	10%
	Yard Labourer	\$11.49 (\$10.35)	\$12.64
	Lift Truck Operator	\$11.90 (\$10.72)	\$13.09
	Electrician A	\$14.32 (\$12.90)	\$15.75
Lump Sum Payment:	Effective April 13, 1982, \$50 per employee.		
Shift Premium:	0-35¢-40¢ (0-30¢-35¢).		
Saturday Premium:	\$2 (\$1.50) per hour.		
Union Safety/ Health Leave:	Effective April 1, 1983, a total of 20 (10) paid man days for the bargaining unit may be taken by employees during the contract year to attend approved courses on safety and health.		
Health and Welfare:	Non-Occupational Disability Plan - \$280 (\$230) per week beginning with the fourth day of disability, up to a maximum of 36 (26) weeks. Effective April 1, 1983, \$290 per week.		

METAL FABRICATING

Automotive Hardware Limited, Automatic Screw Machine Products Limited and Federal Bolt & Nut Corporation Limited at Toronto - Local 7105, United Steelworkers (AFL-CIO/CLC): Three 43-month renewal agreements effective from September 16, 1981 to March 31, 1985, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 16/81</u>	<u>Sept. 16/82</u>	<u>Sept. 16/83</u>
	General Increases	97¢ plus 18¢ in lieu of COLA for September 1981	15¢	15¢
	COLA Fold-in	90¢		
	COLA Advance	30¢	25¢	25¢
	Job Class Increment	15.7¢ (13.7¢)	17.7¢	19.7¢
	<u>Automotive Hardware Limited</u>			
	Job Class 1 (includes Sorter)	\$8.83 (\$6.48)	\$9.23	\$9.63
	Job Class 10 (Maintenance Mechanic)	\$10.43 (\$7.90)	\$11.01	\$11.59

Lump Sum Payment:	\$200
Cost of Living Allowance:	1¢ per 0.3 change in the Consumer Price Index - 1971=100 (Basic formula is unchanged.) COLA advances to be recovered over 13 quarterly adjustments. Any float remaining to be folded into rates September 16, 1982 and 1983.
Hours of Work:	40 (41 1/4) hours per week for employees at Automotive Hardware.
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).
Weekend Premium:	\$1.25 (\$1.00) per hour.
Paid Holidays:	Effective September 16, 1982, 1 day is added for a total of 11 days.
Paid Vacation:	Effective September 16, 1982, 4 weeks after 11 (12) years' service. Effective September 16, 1983, 4 weeks after 10 years.
Health and Welfare:	<u>Life Insurance and A.D.& D.</u> - \$12,000 (\$11,000) coverage. Effective September 16, 1982, \$13,000. Effective September 16, 1983, \$15,000. <u>Weekly Indemnity</u> - Benefit increases to 66 2/3% of regular wages to a maximum of \$225 per week, payable on a 1-1-8-52 basis. (Previously, benefits to UIC maximum, payable on a 1-8-39 basis.) Effective September 16, 1982, \$245. Effective September 16, 1983, \$275. <u>Major Medical and Prescription Drugs</u> - No deductible. (Previously, \$25 deductible.) <u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$12 (\$9) per month per year of service. Effective January 1, 1983, \$13. Effective January 1, 1984, \$14.
Safety Shoe Allowance:	\$35 (\$30) per year.

MACHINERY

Canadian Timken Limited at St. Thomas - Local 4906, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 18, 1982 to April 18, 1985, covering 310 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

*Includes 10 employees on lay-off status.

Wages:	Effective	<u>Apr. 18/82</u>	<u>Apr. 17/83</u>	<u>Apr. 15/84</u>
	General	40¢	25¢	25¢
	Increases			

	<u>Apr. 18/82</u>	<u>Apr. 17/83</u>	<u>Apr. 15/84</u>
Classification Adjustments	1¢-19¢; 20.5¢ for Operator-Assemble & Close-In, Utility Inspector and Inspector-Product; 10¢ for Inspector-Automatic Sound Test and Packer	.5¢-9.5¢	.5¢-9.5¢
Utility Inspector	\$6.175-\$6.255 (\$5.560-\$5.640)	\$6.430-\$6.510	\$6.685-\$6.765
Fork Truck Operator	\$6.525-\$6.710 (\$6.075-\$6.260)	\$6.800-\$6.985	\$7.075-\$7.260
Electrician	\$8.620-\$8.825 (\$8.060-\$8.265)	\$8.950-\$9.155	\$9.280-\$9.485

Probationary period is 60 days worked during a period of 6 consecutive months. Maximum rates may be reached after 3 months for Utility Inspector, after 6 months for Fork Truck Operator and after 2 annual increases for Electrician.

Cost of Living Allowance: \$1.25 COLA generated under the previous agreement continues to float. 50¢ of this amount to be included in earnings for the purpose of calculating holiday pay and overtime premium. Effective April 17, 1983, 50¢ and effective April 15, 1984, 25¢ will also be included in earnings for those purposes.

1¢ per 0.45 increase in the Consumer Price Index, using January 1982 and January 1983 as the base Index months. Payable quarterly. (Basic formula is unchanged.) Effective in 1984, 1¢ per 0.4 increase in the CPI using January 1984 as the base index month.

Shift Premium: 0-22¢-24¢ (0-20¢-22¢). Effective April 15, 1984, 0-23-25¢.

Paid Vacation: Effective May 1, 1983, 3 weeks at 6% after 6 (7) years' service and 3 weeks at 7% after 9 (10) years. Effective May 1, 1984, 4 weeks at 8% after 15 (16) years, 4 weeks at 9% after 19 (20) years and 5 weeks at 10% after 26 (27) years.

Jury Duty and Crown Witness Pay (new): Employee receives average straight time earnings plus fees received.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1982, \$11,000 (\$10,000) coverage. Effective May 1, 1983, \$12,000. Effective May 1, 1984, for employee with 10 or more years of continuous service, \$25,000.

Weekly Indemnity - Effective May 1, 1982, minimum benefit increases to \$140 (\$120) per week and maximum to \$170 (\$150).

Effective May 1, 1983, \$155 and \$185, respectively. Effective May 1, 1984, \$170 and \$200.

Long Term Disability - Effective May 1, 1982, eligibility reduced to 5 (7) years continuous service. Effective May 1, 1984, 3 years of continuous service.

Pension Plan: Basic Benefit - Effective January 1, 1983, \$5 (\$4) per month per year of service prior to March 1, 1977.

Recall Rights: Maximum 4 (3) years, for employee with more than 3 years' service when laid off due to a reduction of work or physical disability.

Carrier Canada Limited at Brampton - Local 575, Sheet Metal Workers (AFL-CIO/CLC):

A 33-month renewal agreement effective from April 7, 1982 to December 30, 1984, with wages retroactive to January 4, 1982 covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months. Previous agreement expired January 1, 1982.

Wages:	Effective	Jan. 4/82	Jan. 3/83	Jan. 2/84
General Increases		\$1.00	\$1.00	\$1.00
Assembler B		\$8.37-\$8.53 (\$7.37-\$7.53)	\$9.37-\$9.53	\$10.37-\$10.53
Maintenance A		\$10.06-\$10.30 (\$9.06-\$9.30)	\$11.06-\$11.30	\$12.06-\$12.30

Probationary period is 60 calendar days (45 working days). Maximum rates for Assembler B are reached after 16 weeks and for Maintenance A after 24 weeks.

Cost of Living Allowance: 9¢ float continues.

1¢ per 0.4 increase in the Consumer Price Index - 1971=100. Payable quarterly. Effective in the second and third years 1¢ per 0.35 increase in the CPI. Triggers at 12.5% in 1982, 11.1% in 1983 and 10% in 1984. (Previously, 1¢ per 0.5 increase in the CPI - 1971=100. Triggered at 11% in the first year and 10% in the second year.)

Shift Premium: Effective January 3, 1983, 0-30¢-30¢ (0-25¢-25¢). Effective January 2, 1984, 0-35¢-35¢.

Health and Welfare: Weekly Indemnity - Benefits increase to \$170 (\$150) per week. Effective January 1, 1983, \$190. Effective January 1, 1984, \$210.

Dental Plan (new) - Effective January 3, 1983, employer pays 100% of premium costs for a basic plan.

Pension Plan: Pre-Retirement Death Benefit - Effective January 1, 1983, \$8,000 (\$6,000). Effective January 1, 1984, \$10,000.

Safety Shoe Allowance (new): Employer contributes \$35 per year. Shoes to be mandatory by January 1, 1983.

TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Suspension Division at Wallaceburg - Local 251, Auto Workers (AFL-CIO/CLC): An 18-month renewal agreement effective from April 13, 1982 to October 12, 1983, covering 381 employees*, settled during a work stoppage. Duration of negotiations - 1 month.

*Includes 127 employees on lay-off status.

Wages:	Effective	<u>Apr. 13/82</u>
	COLA Fold-in	\$1.89
	Labourer	\$10.30 (\$8.41)
	Electrician	\$12.75 (\$10.86)
Cost of Living Allowance:	Inoperative.	
Premium Pay:	Long Taper Utility person receives 20¢ below the Electrician's wage when changing induction coils in the absence of an Electrician (new).	
Vacation Pay:	After 10 years' service, 8% (7%) of earnings or 160 (120) hours' pay at straight time rate, whichever is greater.	
Bereavement Leave:	1 day's paid leave when unable to attend the funeral of an immediate family member because of distance, or because body is donated to medical science for research purposes (new).	
Health and Welfare:	<u>Sickness and Accident</u> - Effective June 1, 1982, benefit increases to \$210 (\$150) per week. Thereafter, the Unemployment Insurance Allowable payments will be maintained (new).	

TRANSPORTATION

Canadian Pacific Limited, Canadian National Railways, Via Rail and 9 other rail carriers, system-wide - Associated Non-Operating Railway Unions (5 unions) (35,890 clerical office, road service and residual employees): 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	COLA Fold-in	81.3¢	
	General Increases	12%	9%
	Trackman 1st Class, Yard	\$9.34-\$9.65 (\$7.53-\$7.81)	\$10.18-\$10.52
	Mechanic A Work Equipment	\$11.79 (\$9.72)	\$12.85

Cost of Living Allowance: 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1981 as the base. Triggered after an increase of 10% in the average index for 1982, and 17.7% for 1983. COLA will be paid in a lump sum at the end of each year and total COLA will be folded into the base rate at the end of the contract. (Previous formula similar, with average CPI for 1978 as base and triggered at 8% in 1979, 14.5% in 1980 and 21.3% in 1981. The 1981 lump-sum payment was approximately \$1,700 and was paid the week of March 22, 1982).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (21) years' service. Also, 3 weeks after 5 years, 4 weeks after 11 years and 6 weeks after 30 years (unchanged). Effective January 1, 1983, 4 weeks after 10 years.

Health and Welfare: Life Insurance - \$13,000 (\$10,000) coverage. \$26,000 double indemnity for Accidental Death introduced (new).

Life Insurance for Retirees - \$3,500 (\$3,368) coverage.

Weekly Indemnity - \$265 (\$210) maximum. Effective January 1, 1983, \$300.

Extended Health Care (new) - Effective January 1, 1983, employer paid plan will provide semi-private hospital care and major medical coverage and prescribed drugs subject to \$25 deductible and 80%/20% co-insurance.

Dental Plan - Company-paid plan reimbursement for basic care subject to \$35 deductible and \$750 (\$600) annual maximum. Plan will use 1982 (1981) fee schedule in the first year of agreement and 1983 fee schedule in the second year.

Pension Plan: Effective in 1982, for pre-1974 pensioners or their survivors and effective in 1983, for pre-1975 pensioners or their survivors, improved pensions from additional employer contributions equal to 2/10 of 1% of gross payrolls of each company except Algoma Central Railway and the Ontario Northland Railway.

Employees who opted for pension buy back in 1979 are permitted to buy back all of their remaining years of pensionable service, except employees of the Toronto, Hamilton and Buffalo Railway Company.

Job Security: New formula for separation allowance. \$500 (\$400) for incidental expenses as a result of relocation. \$125 per employee plus \$50 per dependent for transportation and expenses when moving to a new location (new). Up to \$7,000 reimbursement for loss on sale of private home, including any mortgage closure penalties (new). \$90 (\$75) per month for employee who does not wish to move his home. Effective in 1983, \$105.

Railways Involved

Canadian Pacific
Canadian National Railways
Dominion Atlantic Railway Company

Ontario Northland Railway
 Quebec Central Railway Company
 Algoma Central Railway
 Toronto, Hamilton and Buffalo Railway Company
 Esquimalt and Nanaimo Railway
 Toronto Terminals Railway Company
 Grand River Railway Company, Lake Erie and Northern Railway
 Company
 Shawinigan Falls Terminal Railway
 Via Rail Canada, Inc.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC)
 (15,500 salaried and hourly-rated employees): A 24-month renewal agreement effective April 1, 1982 to March 31, 1984, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 1/82	Mar. 31/83
	General Increases	12.8%	10%
	Labourer	\$10.83 (\$9.60)	\$11.91
	Lineman	\$14.87 (\$13.18)	\$16.36
	Trade Group 1 (includes Electrician Journeyman "AA")	\$15.60 (\$13.84)	\$17.16
<u>Weekly Rates</u>			
	Grade 51 (includes Office Juniors)	\$297.43-\$316.42 (\$263.68-\$280.51)	\$327.17-\$348.06
	Grade 66 (includes Senior Control Technician)	\$731.79-\$778.50 (\$648.74-\$690.15)	\$804.97-\$856.35

Previous rates reflect COLA fold-ins of 3.6%.

Adjustment - Mechanical Maintainers (Nuclear & Thermal) - 8% (5%) differential over rates for Trade Group 1.

Cost of Living Allowance: Triggers in the second year should the Consumer Price Index - 1971=100 increase by more than 10% over the CPI for March 1983; thereafter pays 1% for each additional 1% rise but capped at a maximum adjustment of 4%. Calculated monthly. (Previous formula similar, except triggered at 8%).

Hours of Work: Weekly salaried employees - 35, 37 1/2 or 40, varied.
 Hourly-rated employees - 40 per week (unchanged).

Overtime Pay: All employees - Monday through Friday - first 4 hours at time and one-half; followed by double time. Saturday, double time.
 (Unchanged for hourly employees. Previously, salaried employees

received time and one-half throughout.)

Shift Premium: 0-40¢-60¢ (0-35¢-50¢).

Other Premium Pay: Special Premium for Nuclear 1st Operators (new) - \$40 per week if fully authorized.

Special Bonus Payments for Nuclear 1st Operators (new) - \$1,500 upon completion of AECB requirements; \$1,500 upon completion of 1st operator program.

Paid Holidays: 13 days plus provision for possible extra 1/2 day or full day during Christmas week depending on the day of the week that Christmas or New Year's falls. If declared, time off with pay for Remembrance Day (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged). Effective in 1983, 6 weeks after 25 years.

Maternity Leave: 93% of base wage paid by employer during the 2-week UIC waiting period. Employer pays premium for OHIP, Extended Health, Supplemental Health and Dental Plan for this period plus the 15-week UIC-sickness benefit period (both new).

Health and Welfare: Extended Health Benefits - Coverage extended to include cost of chiropractic care to an annual maximum of \$165, custom-made orthopaedic shoes and radium isotope treatments. \$100 (\$60) eyeglasses allowance every 12 months.

Dental Plan - Continues to offer comprehensive coverage based on the current Ontario Dental Association fee schedules in each year of the agreement. 75%/25% (50%50%) co-insurance on orthodontic care limited to a lifetime maximum of \$2,000 (\$1,000) coverage. Effective April 1, 1983, \$2,500.

Meal Allowance: \$5 (\$4.25). Effective April 1, 1983, \$6.

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A
24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Oct. 1/82</u>	<u>Jan. 1/83</u>
	General Increase	8%		
	Additional Adjustments			*10¢ or 8¢ depending on classification, excluding Meter Reader
	Skilled Trades Adjustment		20¢-25¢	
	Labourer	\$10.86 (\$10.06)	\$10.86	\$10.94

Wages:	Effective	<u>Apr. 1/82</u>	<u>Oct. 1/82</u>	<u>Jan. 1/83</u>
	Lineman	\$13.60 (\$12.59)	\$13.85	\$13.95
	Service Installation and Repair	\$13.99 (\$12.95)	\$14.24	\$14.34

Effective	<u>Apr. 1/83</u>	<u>Oct. 1/83</u>
General Increase	8%	.
Skilled Trades Adjustment		20¢-25¢
Labourer	\$11.82	\$11.82
Lineman	\$15.07	\$15.32
Service Installation and Repair	\$15.49	\$15.74

*Funds diverted from converting Safety Shoe and Clothing Allowances into the wage rates.

Previous rates reflect a 2% COLA fold-in on March 21, 1982.

Cost of Living Allowance: Provision is suspended in 1982. Effective in 1983, 1% for each full 1% increase in the Consumer Price Index - 1971=100, using March 1983 as the base index month. Triggered at 9.5% and adjusted quarterly. (Previously, triggered at 8%).

Shift Premium: 0-38¢-49¢ (0-33¢-39¢).

Pension Plan: Past Service - Benefits to be updated by 2 years, based on 1974 to 1978 earnings, for those employees who are presently employed.

Meal Allowance: \$5.25 (\$4.25). Effective April 1, 1983, \$5.75.

EDUCATION AND RELATED SERVICES

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (870 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	10.75%
	Teacher-Level 1 0-6 years	\$13,798-\$19,722 (\$12,459-\$17,808)
	Teacher-Level 4 0-10 years	\$17,751-\$29,740 (\$16,028-\$26,853)

Sept. 1/81

Teacher-Level 7	\$21,353-\$37,530
0-11 years	(\$19,280-\$33,887)

Responsibility Allowances: Consultant - Maximum of Level 7 plus an allowance of \$5,368 (\$4,962) plus 3 annual increments of \$572 (unchanged).

Special Education Counsellor - \$3,673 (\$3,396) over basic grid salary, plus 3 annual increments of \$572 (unchanged).

Severance Allowance/
Special Fund
(new): In lieu of existing Sick Leave Credit Gratuity Plan, the employer will set aside a sum of money - \$1,242 for employees hired after August 31, 1980, but before September 1, 1981; and \$1,375, plus \$925 for a Special Fund, for employees hired after August 31, 1981. These amounts will be increased annually in line with grid increases. To be eligible, employee must have at least 5 years' service. Percent of accumulated interest paid out as part of the severance allowance varies according to years of service at time of termination. Maximum severance payment not to exceed 30% of earnings for last 12 months of duty.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC):

Two 12-month renewal agreements effective from May 1, 1982 to April 30, 1983, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages: Effective May 1/82

General Increase	12%
Custodian Grade II	\$8.02 (\$7.16)
Custodian Grade V	\$10.55 (\$9.42)

Paid Vacation: 3 weeks after 1 (2) year's service and 5 weeks after 20 (21) years.

Responsibility Allowance: \$800 (\$735) per year for Category 1, \$1,150 (\$1,060) for Category 2, \$1,500 (\$1,410) for Category 3 and \$1,850 (\$1,760) for Category 4.

Northumberland and Newcastle Board of Education - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 450 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages: Effective Sept. 1/81 Sept. 1/82

General Increases	12%	11%
Teacher Category 1 0-11 years	\$18,162-\$28,841 (\$16,216-\$25,751)	\$20,160-\$32,014

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Teacher Category 4 0-12 years	\$20,923-\$36,324 (\$18,681-\$32,432)	\$23,225-\$40,320
* <u>Principal</u> 0-2 years	\$47,000-\$49,500 (\$40,605-\$44,432)	\$51,950-\$54,450
<u>Vice-Principal</u> 0-2 years	\$40,925-\$42,925 (\$37,102-\$39,918)	\$45,200-\$47,200

* Varies by years of experience (previously, by number of teachers).

Related Experience Allowance: \$350 (\$334).

Responsibility Allowances: Effective September 1, 1982 - Director - \$3,165 (\$3,065)
Major Head - \$3,030 (\$2,930)

Professional Development Fund: \$20,000 (\$16,700). Effective September 1, 1982, \$23,000.

Health and Welfare: Long Term Disability - Teachers employed to teach at least 25% of the time are now included (new).

Early Retirement Incentive Plan (new): Effective September 1, 1982, a teacher at least 55 years of age with 10 years' service who is eligible for an "A", "B", or "F" pension, and who is receiving the maximum salary of the category is eligible for early retirement. Retiree receives the sum of \$5,000, which includes vacation pay, per year, to a maximum of 4 years, or to June 30 of the school year in which the teacher reaches age 65, whichever comes first.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(500 office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Jan. 1/82</u>	<u>Apr. 1/82</u>
General Increases		11.5%		11.5%
Special Adjustment			Affects certain classifications	
Switchboard Operator/ Receptionist		\$10,421-\$12,853 (\$9,346-\$11,527)	\$10,421-\$12,853	\$11,619-\$14,330

	<u>Apr. 1/81</u>	<u>Jan. 1/82</u>	<u>Apr. 1/82</u>
Head Secretary	\$13,895-\$16,115 (\$12,462-\$14,453)	\$14,613-\$16,948	\$16,293-\$18,897
Programmer Analyst	\$20,421-\$24,129 (\$18,315-\$21,640)	\$21,703-\$25,645	\$24,199-\$28,594
Hours of Work:	35 per week (unchanged).		
Paid Holidays:	10 plus 2 half-days (unchanged).		
Paid Vacation:	5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1982, employee pays 100% of premium costs (previously employer paid 80%). <u>Dental Plan (new)</u> - Effective July 1, 1982, optional plan with 50%/50% co-insurance. Payments are based on the 1980 Ontario Dental Association fee schedule.		
<u>Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, services, and plant operations employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 366 employees, settled with mediation assistance. Duration of negotiations - 4 months.</u>			
Wages:	Effective	<u>Jan. 1/82</u>	
	General Increase	90¢	
	Cleaner	\$6.26-\$6.86 (\$5.36-\$5.96)	
	Custodian	\$7.70-\$8.30 (\$6.80-\$7.40)	
	Electrician	\$9.41-\$10.02 (\$8.51-\$9.12)	
	Probationary period is 3 months. Maximum rates for Cleaner and Custodian are reached after 24 months, and for Electrician after 12 months.		
Shift Premium:	Effective following April 3, 1982, 0-20¢-24¢ (0-17¢-22¢).		
Heating Plant and School Check Premium:	\$10 (\$8), \$12 (\$10) and \$14 (\$12) per check for Custodians, depending on size of school.		
Responsibility Allowance:	Effective following April 3, 1982, 31¢ (28¢) per hour for Chief Custodian, Lead Hand or Custodian responsible for a school.		
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1982, \$18,000 (\$10,000) coverage.		

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,050 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/81	Feb. 1/82	Sept. 1/82
	Increases	12% average	\$50-\$100	11.5%
Teacher- Category D* 0-8 (7) years	\$13,580-\$20,580 (\$12,000-\$18,170)	\$13,630-\$20,630	\$15,200-\$23,000	
Teacher- Category A1 0-11 years	\$16,680-\$28,560 (\$15,250-\$25,775)	\$16,780-\$28,660	\$18,710-\$31,965	
Teacher- Category A4 0-11 years	\$20,150-\$35,880 (\$17,845-\$31,980)	\$20,250-\$35,980	\$22,575-\$40,120	

*Pre-category scale in previous agreement has been eliminated and Category D has been extended from 7 to 8 steps.

Lump Sum Payment: \$200 prorated paid to each teacher employed with the Board between September 1, 1981 and December 31, 1981.

Responsibility Allowances: Principals - Varies by number of units defined as number of classrooms or designated types of teachers. Ranges from \$1,385 (\$1,260) for each of the first 2 units down to \$60 (unchanged) for each unit beyond the first 28 units. Effective September 1, 1982, ranges from \$1,400 to \$61.

Vice Principal - \$2,225 (\$2,025) plus (number of classrooms in excess of 14) times \$125 (unchanged). Effective September 1, 1982, \$2,335 plus formula.

Director - \$5,390 (\$4,900). Effective September 1, 1982, \$5,660.

Consultant - \$2,695 (\$2,450). Effective September 1, 1982, \$2,830.

Bereavement Leave: 1 day to attend the burial of a member in the immediate family if the death occurred during the winter months (new).

Court Leave (new): Full pay for days absent due to attendance at a trial in which the employee is charged with a criminal or quasi-criminal offence, provided employee is acquitted or has charges dropped; otherwise leave is without pay.

Paid Personal Leave: Up to 2 days per year. (Previously, no maximum specified but leave was without pay.)

"4 over 5" Year Leave Plan (new): Teachers may take 1 year of absence with pay by spreading 4 years salary over a 5 year period.

Health and Welfare:	Dental Plan - Payment continues to be based on current Ontario Dental Association fee schedule.
Car Allowance:	22.5¢ (15.6¢) per kilometer. The allowance will be increased by .3¢ per kilometer for every \$0.0066 per litre increase in the price of gasoline (unchanged).
Convention Allowance:	\$65 (\$50) per day when overnight accommodation is required; \$25 (\$20) if not required. If receipts are submitted, expenses up to \$75 (\$60) per day will be reimbursed.
Supervision Allowance:	\$10.70 (\$9.70) per hour. Effective September 1, 1982, \$11.70. Applies to teachers who supervise pupils who have been transported to school prior to 1/2 hour before classes begin or leave later than 15 minutes after dismissal.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 401 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/82
	General Increase	12.5%
	Clerk-Grade 1	\$11,373-\$12,655 (\$10,109-\$11,249)
	Systems Analyst Senior	\$31,858-\$43,048 (\$28,318-\$38,265)
	Probationary period is 6 months. Maximum rates for Clerk-Grade 1 are reached after 3 years and for Systems Analyst Senior after 7 years.	
Shift Premium (new):	4% of basic pay when 50% or more of 7 hour shift occurs after 3 p.m. and 5% when 50% occurs after midnight.	
School Community Relations Workers Education Allowance:	\$900 (\$800) for the equivalent of one year's study, successfully completed, in addition to the General Bachelor's degree. \$400 (\$350) for the equivalent of a further year's study in addition to the requirements for the first allowance.	
Acting Pay:	Qualifying period of 20 working days or more (previously in excess of 4 weeks).	
Health and Welfare:	<u>Extended Health Care</u> - Maximum claim for eye glasses increases to \$70 (\$60).	
	<u>Dental Plan (new)</u> - Effective June 1, 1982, employer pays 75% of premium costs. Payments are based on the 1980 Ontario Dental Association fee schedule.	
Mileage Allowance:	28¢ (22¢) per kilometer.	

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Clerical Assistant	\$275-\$316 (\$244-\$281)
	Administrative Assistant	\$312-\$361 (\$277-\$321)

Probationary period is 5 working months. Maximum rates are reached after 4 years.

Dispatching Allowance: \$1,250 (\$1,000) per year.

For changes in Acting Pay, Health and Welfare benefits and Mileage Allowance see the settlement with Local 1325 reported on page 201.

The Ontario Institute for Studies in Education - Local 7, Canadian Union of Educational Workers (Ind.): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 325 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Jan. 1/83</u>
	General Increase	7%	Wage and Hours Reopener
	Graduate Assistants	\$6,238* (\$5,830)*	

*Excludes 4% vacation pay.

Lump Sum Payment: \$375 per individual employed during the period January 1, 1982 to April 30, 1982.

Average and Minimum Hours: Effective September 1, 1982, average hours increase to 105 (95) hours per session term per assistantship during 1982-83 regular academic session. Minimum assistantship offer increases to 60 (52.5) hours per session term during the 1982-83 regular academic session and 60 hours (new) during the 1983 summer, May-August, session.

New Assistantship Positions: 79 new assistantship appointments in the 1982/83 regular academic session of persons who have not previously held an appointment (new). No reduction in hours for assistants continuing from year to year.

New Assistantship Offers: In 1983/84 - 70 new assistantship offers. Such offers to be guaranteed for 2 years for Ed.D. assistantships, 2 years or required residence for Ph.D., and 1 year or required residence for Masters.

In 1982/83 only, minimum of 48 first-year post-resident assistantships, or number of applicants, whichever is less. Some offers will be for one session only. 7 two to five-year post-resident assistantships (new). 20 Doctoral assistantships to assistants who have just completed Masters' degrees. Students whose academic status changes into or out of one category to another are guaranteed the 1982/83 academic term only. (Previously, 50 two term equivalents.)

In 1983/84, 15 Ph.D. offers will be for 3 years (new). Fifteen 1982/83 Doctoral assistants will be given third-year assistantships in 1983/84 (new).

No reduction in hours for assistantships continuing from year to year (unchanged).

Maternity Leave: Employee receives a maternity leave allowance (new) in accordance with the Supplementary Unemployment Benefit Plan - 93% of regular weekly wage for the first 2 weeks, and up to a maximum of 15 additional weeks payments equivalent to the difference between UIC benefits the employee is eligible to receive and 93% of regular weekly wage. (Previously, received a lump sum equivalent to 4 weeks' pay.)

Health and Welfare: OHIP - To be paid for applicants under certain conditions up to a maximum cost to employer of \$30,000 (\$12,000). Unused funds will be used for summer assistantships.

HEALTH AND WELFARE SERVICES

Peel Manor Home for the Aged at Brampton and Sheridan Villa Homes for the Aged at Mississauga - Locals 966 and 2101, Canadian Union of Public Employees (CLC): A 26-month renewal agreement effective from October 1, 1980 at Peel Manor and a 24-month renewal agreement effective from December 1, 1980 at Sheridan Villa. The agreements covering 250 employees, expire November 30, 1982 and were settled by arbitration. Duration of negotiations - 20 months.

Wages: Effective

Peel Manor Sheridan Villa	Oct. 1/80 Dec. 1/80	June 1/81
Increases	45¢-61¢ for Peel Manor; 65¢-85¢ for Sheridan Villa	15¢, except Maintenance Man start rate

Classification Adjustment	Nursing Attendant I reclassified to Aide I
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Grade 2 - Aide I	\$5.73-\$6.03 (\$4.98-\$5.28)	\$5.88-\$6.18
Grade 9 - Maintenance Man	\$7.26-\$7.64 (\$6.61-\$6.99)	\$7.26-\$7.79
Effective	<u>Sept. 29/81</u>	<u>June 1/82</u>
General Increases	50¢	35¢
Grade 2 - Aide I	\$6.38-\$6.68	\$6.73-\$7.03
Grade 9 - Maintenance Man	\$7.76-\$8.29	\$8.11-\$8.64

Previous rates shown are for Sheridan Villa Home for the Aged.

Probationary period is 3 months for full-time employee (unchanged) and 520 hours actually worked for part-time (new). Maximum rates are reached after 6 months for full-time employee (unchanged) and after 1040 hours for part-time (new).

Hours of Work (Peel Manor):	40 hours per week (unchanged) inclusive of two 15-minute rest periods and a 30-minute meal period (new).
Paid Vacation:	3 weeks after 2 (4) years' service, 4 weeks after 10 (12) years and 5 weeks after 18 (20) years for full-time employee. Vacation entitlement is based on 1248 hours paid (new) for part-time employee.
Bereavement Leave:	3 (1) days' paid leave for grandchild.
Sick Leave:	6 (4) casual days per year.
Part-Time Employee:	<u>Payment in Lieu of Fringe Benefits</u> - 12% (5%) of pay.
Clothing Allowance:	\$75 (\$45) annually, payable quarterly.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province-wide Local 528, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	\$6.70 per day for Seniority employees; \$3 per day for Non- Seniority employees

Jan. 1/82

Daily Rates

Messenger Bettor	\$50.35 (\$43.65)
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Terminal Operator	\$67.75 (\$61.05)
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Extra Duty Pay: \$7.50 (\$7) per race for Mohawk only - Feature Race Terminal Operator Seniority employee.

Vacation Pay: 7% (6%) after 5 years' service.

Health and Welfare: Life Insurance - \$12,500 (\$10,000) coverage to age 65.

Weekly Indemnity - Maximum benefit increases to \$250 (\$200) per week.

Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan: Employer and employee each contribute 3% (2%) of gross wages to a compulsory plan.

Court Witness Travel Allowance: 25¢ (21¢) per mile when summoned as a witness on a matter arising directly from the affairs of the employer, or when required by employer to be present at court.

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operation), province-wide - Local 528, Service Employees International (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/82

Increase	\$6.50 per day for Seniority employees; \$3 per day for Non- Seniority employees
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Toronto-Daily Rates

Messenger Bettor	\$48.92 (\$42.42)
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Terminal Operator	\$68.50 (\$62.00)
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Extra Duty Pay: \$7 (\$6.50) per race for Feature Race only Terminal Operator "A" Seniority member.

Mileage Allowance (Starting Gate Crew): 25¢ (21¢) per mile when employed at Fort Erie race track, and at the request of the employer, travels to Toronto for morning schooling.

Severance Pay: Employee receives vacation pay entitlement as of date of termination. (Previously, received benefits entitled to under the Employment Standards Act).

For improvements in Vacation Pay, Health and Welfare, Pension Plan and Court Witness Travel Allowance, see the Standardbred Race Operation settlement reported on page 205.

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (900 full-time and part-time employees):
A 33-month renewal agreement effective from April 8, 1982 to January 31, 1985, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 8/82</u>	<u>Oct. 8/82</u>	<u>Apr. 8/83</u>	<u>Apr. 8/84</u>
	Average	12.64%		9.48%	Wage Reopener
	Increases				
	Maintenance Department Adjustments		14¢-18¢		
	Waiter/ Waitress	\$4.00 (\$3.70)	\$4.00	\$4.25	
	Electrician (Incumbent Rate)	\$7.82 (\$6.80)	\$8.00	\$8.80	

Probationary Rates - Differential with corresponding job rates in previous contract to be no greater than \$1 per hour. (Previously, up to 20¢ per hour less than prevailing job rates.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Work on Paid Holiday: Effective October 8, 1983, time and one-half (straight time) plus lieu day off if employee works on any of 7 provincial statutory holidays.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 13 years and 5 weeks after 23 years (unchanged). Effective January 1, 1983, 4 weeks after 12 years and 5 weeks after 22 years.

Jury Duty Pay (new): Employer pays difference between fees received and regular salary for a maximum period of 60 working days.

Paid Sick Leave: 6 (5) days per year.

Health and Welfare: Prescription Drug Plan (new) - Effective August 1, 1982, \$15 deductible per family or single coverage. Employer pays 100% of premium costs.

Canteen of Canada Limited (Ontario) (Vending and Food Service) at Brantford, Hamilton, London, Oakville, Peterborough, St. Catharines and Toronto - Local 414, Retail Wholesale Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from November 9, 1981 to November 8, 1983, covering 270 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 9/81</u>	<u>Nov. 9/82</u>
General Increases		30¢ for Food Service; 74¢ for Vending Dept.	25¢ for Food Service; 70¢ for Vending Dept.
COLA Fold-in		60¢	
		<u>Food Service</u>	
Commissary General Help		\$7.49-\$7.59 (\$6.59-\$6.69)	\$7.74-\$7.84
Porter		\$7.89-\$7.99 (\$6.99-\$7.09)	\$8.14-\$8.24
		<u>Vending Dept.</u>	
Utility Personnel		\$10.31-\$10.68 (\$8.97-\$9.34)	\$11.01-\$11.38
Maintenance Personnel		\$10.91-\$11.28 (\$9.57-\$9.94)	\$11.61-\$11.98

Probationary period is 30 days. Maximum rates are reached after 6 months.

Cost of Living Allowance: 1¢ per 0.6 change in the Consumer Price Index - 1961=100. Calculated quarterly. Capped at 5¢ in each year for Food Service and 35¢ in each year for Vending Department employees. (Basic formula is unchanged. Previously, capped at 30¢ per year.)

Night Shift Premium: \$1.15 per hour (previously 10% of gross earnings).

Paid Vacation: 6 weeks (new) after 25 years. Effective November 9, 1982, 5 weeks after 16 (17) years' service.

Health and Welfare: Weekly Indemnity - Payable from the 4 (8)th day of illness.

Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule. Effective November 9, 1982, the 1983 ODA fee schedule.

Pension Plan: Employer Contribution - Effective May 6, 1982, 22¢ (20¢) per hour worked for Vending Department employee. Effective January 1, 1983, 23¢.

MISCELLANEOUS SERVICES

Modern Building Cleaning, a division of Dustbane Enterprises Limited at the Toronto Dominion Centre - Local 2295, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1982 to February 28, 1983, covering 330 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/82</u>	<u>Aug. 8/82</u>
	General Increases	50¢	15¢
	Cleaning Service	\$5.52	\$5.67
	Operator Light (30 hours)	(\$5.02)	
	Floor Maintenance	\$6.57	\$6.72
	Specialist	(\$6.07)	
Premium Pay:	\$1.00 (73¢) per hour for Window Cleaner, 55¢ (35¢) per hour for snow removal and 45¢ (35¢) for all other premiums.		
Health and Welfare:	<u>Extended Health Care</u> - Employer contributes 100% (50%) of premium costs.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (1,335 nursing group employees): A 12-month renewal agreement effective from December 21, 1981 to January 2, 1983, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 21/81</u>
	Increases	From 11.5% to 18% depending on area
	<u>Annual Rates</u>	
	<u>NU-HOS-3</u>	
	Atlantic Region	\$19,941-\$24,310 (\$16,899-\$20,602)
	Quebec	\$21,979-\$28,189 (\$19,537-\$25,057)
	Ontario, Yukon and Northwest Territories	\$23,113-\$27,607 (\$20,637-\$24,649)
	Manitoba and Alberta	\$23,039-\$27,026 (\$20,210-\$23,707)
	Saskatchewan	\$22,799-\$26,320 (\$19,999-\$23,088)
	British Columbia	\$24,113-\$28,763 (\$21,626-\$25,796)

Hours of Work:	37 1/2 per week; upon request of employee, an average of 37 1/2 per week over a 14 calendar day period (new).
Overtime Pay:	Time and one-half for first seven and one-half hours of consecutive overtime followed by double time. (Previously, time and one-half for all hours.)
Shift Premium:	45¢ per hour between 16:00 and 08:00 (previously 0-\$2.50-\$2.50 per shift).
Weekend Premium:	45¢ (30¢) per hour for regularly scheduled work on Saturday or Sunday.
Acting Pay:	Up to and including HOS-4 and CHN-4, qualifying period of 2 (3) consecutive working days. For all others, level 5 (unchanged).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 2 years (unchanged).
Bereavement Leave:	Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse. 1 day for the death of a grandchild (new).
Leave for Family Related Responsibilities:	Maximum 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).
Leave Without Pay:	<u>Maternity</u> - Pre-natal, 11 weeks without pay; post-natal, 26; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of UIC benefits (new). <u>Paternity (new)</u> - Maximum 26 weeks. Total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee-couple not to exceed 26 weeks combined. <u>Adoption</u> - Either spouse or may be shared; not to exceed total of 26 weeks combined (new). <u>Care and Nurturing of Pre-School Age Children (new)</u> - One or more periods to a total maximum of 5 years during an employee's total period of employment in the Public Service. <u>Personal Needs (new)</u> : - Maximum 1 year, to be granted only once. <u>Relocation of Spouse (new)</u> : Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of

Spouse clause is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.

Education Allowance: Positions NU-HOS-1 to NU-HOS-4 and NU-CHN-1 to NU-CHN-4 (to receive allowance, must utilize post-graduate nursing training or education in the performance of duties).

Dec. 21/81

(a) Recognized specialty training course, 3-6 months	\$255 (\$235)
(b) Recognized specialty training course, 7-12 months	\$390 (\$360)
(c) One year university course in Administration, Public Health, Teaching and Supervision or Psychiatry	\$710 (\$650)
(d) Bachelor's degree in nursing	\$875 (\$795)
(e) Master's degree in nursing	\$1,200 (unchanged)

Meal Allowance: \$4 (\$3.50) after 3 hours of overtime; additional \$3 (\$2.50) after seven hours.

Responsibility Allowance: Position NU-HOS-5 (to receive allowance position must include the duties of Assistant Director of Nursing on a continuing basis).

Dec. 21/81

Whitehorse General Hospital - YT	\$875
Inuvik General Hospital - NWT	(\$795)
Moose Factory General Hospital - Ont.	
Sioux Lookout, Indian Hospital - Ont.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (4,355 general operational services category employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
General Increases		7.5% plus \$7.60 per week	2% plus \$1.60 per week
Cleaner 1		\$6.81-\$6.98 (\$6.16-\$6.32)	\$6.99-\$7.16

	<u>Jan. 1/82</u>	<u>July 1/82</u>
Clerk 2 Supply	\$8.04-\$8.48 (\$7.30-\$7.71)	\$8.24-\$8.69
Area Supply	\$14.60-\$15.71	\$14.94-\$16.07
Supervisor (Bargaining Unit) (Non-supervisory position)	(\$13.39-\$14.42)	

Special Adjustment - Effective July 1, 1982, 26¢ to Baker 1, Cook 1, Helper Food Services, Laundry Workers Classes 1-5.

Hours of Work: Most classifications - 40 per week; some 36 1/4 (unchanged).

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (6,410 maintenance services category employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
General Increases		8.55% plus \$5.20 per week	2.5%
Maintenance Electrician		\$10.39-\$10.68 (\$9.45-\$9.72)	\$10.95-\$11.25

Weekly Rates

Operator 1, Bindery Equipment	\$248.00-\$276.90 (\$223.68-\$250.30)	\$254.20-\$283.82
Services Supervisor 3 (non-supervisory)	\$651.55-\$716.21 (\$595.44-\$655.01)	\$679.84-\$746.12

Special Adjustments: Effective July 1, 1982, (based on salaries in effect December 31, 1981);
Air Engineer, Airframe Finisher, Senior Air Engineer - 2%.
Maintenance Employees - \$12 per week.
Highway General Foreman/woman 1 - \$12 per week.
Boiler Inspector - \$25.14 per week.

Hours of Work: 40 or 36 1/4 per week, depending on classification; compensation for overtime varies (unchanged).

Tool Allowance: \$55 (\$30) per year to designated trades.

Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (1,700 employees): A 12-month renewal agreement effective from October 1, 1981 to September 30, 1982, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/81</u>
Increases		13% or \$34 per week whichever is greater

Oct. 1/81

Weekly Rates

Clerical & Administrative

Salary Grade 001 \$239.99-\$264.40
(includes Filing Clerk 4) (\$205.99-\$230.40)

Salary Grade 009 \$403.56-\$495.60
(includes Translator (\$357.13-\$438.58)
Specialist)

Industrial

Salary Grade 021 \$254.09-\$268.86
(Sewing Machine Operator) (\$220.09-\$234.86)

Salary Grade 032 \$416.16-\$447.41
(includes Electrician) (\$368.28-\$395.94)

Hours of Work: Industrial Salary Scale - 37 1/2 per week; other scales including Clerical & Administrative - 36 1/4 (all unchanged).

Travel Time: Provisions for travel on weekends or holidays extended to cover employees working irregular hours (new).

Shift Premium: 0-38¢-38¢ (0-35¢-35¢).

Acting Pay: 5% of regular salary or paid at the first step in the new classification that is higher in salary than regular salary, whichever is greater. (Previously just 5% - no option.) Waiting period - 5 consecutive working days (15 work days).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 8 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).

Maternity Leave Pay (new): An amount paid by employer equal to 2 weeks of UIC benefits, payable upon return to work and only to those who were eligible to receive UIC benefits while on leave.

Health and Welfare: Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1982 ODA fee schedule.

Part-time and Temporary Employees: Payment in Lieu of Fringe Benefits - 12% (10%) of regular pay.

Meal Allowance: \$4.50 (\$4) for breakfast, \$7.50 (\$7) for lunch and \$11 (\$10) for dinner.

Mileage Allowance: Southern Ontario -

0-8,050 kilometers	21¢/km (18¢)	22.5¢/km
8,051-24,160	17.5¢ (15¢)	18.5¢
24,161 or more	13.5¢ (12.5¢)	15¢

Northern Ontario - Rates are .5¢ higher.

LOCAL ADMINISTRATION

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(720 outside employees, 460 clerical and technical employees and 50 health and dental employees): Three 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/82
	General Increase	12.5%
	Additional Adjustments	Some reclassifications
	<u>Outside Employees</u>	
	Labourer (Regular)	\$9.72
	Wage Group 2	(\$8.64)
	Truck Driver (Garbage)	\$10.19
	Wage Group 6	(\$9.06)
	Automotive Mechanic	\$12.49
	Wage Group 15	(\$10.80)
	<u>Clerical/Technical Employees</u>	
	<u>Weekly Rates</u>	
	Clerk Typist 3*	\$299.91-\$339.26 (\$266.59-\$301.56)
	Senior Draftsman	\$427.51-\$496.24
	Wage Group 10	(\$380.01-\$440.10)
	Civil Technologist	\$545.25-\$618.87
	Grade 4, Wage Group 16	(\$484.67-\$550.11)
	*Clerk Typist Grades 1 and 2 upgraded to Clerk Typist Grade 3 category prior to general increase.	
Hours of Work:	Outside Employees - 40 per week (unchanged). Clerical/Technical Employees and School Health Assistants - Normal school hours to a maximum of 35 per week; all others 35 per week (unchanged).	
Standby Pay:	Outside Employees - \$45 (\$35) per week. Clerical/Technical Employees - \$6.50 (\$6) per diem.	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years. Entitlements are prorated by 10/12 for school health assistants, dental hygienists and assistants (unchanged).	

Health and Welfare: Dental Plan - Effective May 1, 1982, payments to be based on the 1982 (1981) Ontario Dental Association fee schedule.

Mileage Allowance: 21¢ (19¢) per kilometer.

North York City Corporation - Local 752, Fire Fighters (AFL-CIO/CLC) (615 employees):
A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/82

General Increase 12.46%

Annual Rates

Fire Fighter \$22,763
Fourth Class (\$20,241)

Fire Fighter \$30,350
First Class (\$26,988)

Platoon Chief \$45,525
(\$40,482)

Hours of Work: 42 per week (unchanged).

Overtime Pay (new): Time and one-half or lieu time off for any period greater than 1/4 hour per shift.

Paid Holidays/Lieu Days: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Life Insurance for Retirees (new) - Effective May 1, 1982, employer and union share cost of premium 50%/50%.

Prescription Eyeglasses - Effective May 1, 1982, \$75 (\$50) every 2 years.

Dental Plan - Effective May 1, 1982, payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Coverage for Widows (new) - Effective May 1, 1982, hospital, medical and dental premium paid by employer for 5 years or until remarriage in the case of a widow of an employee who died due to a work related injury or illness as recognized by the Workmen's Compensation Board.

College Attendance Allowance: \$30 (\$25) per calender week.

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC) (515 employees):

A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>
	<u>Increases</u>	
	Group 1 to 6	11.5%
	Group 7	13.4876%
	Group 8	13.9716%
	Group 9	12.9197%
	<u>Annual Rates</u>	
	Fire Fighter	\$23,697.28
	Third Class	(\$21,253.16)
	Fire Fighter	\$30,105.00
	First Class	(\$27,000.00)
	Platoon Chief	\$42,147.00
		(\$36,980.30)

Hours of Work: 42 per week on a 4 week cycle (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Mileage Allowance: 21¢ per kilometer (previously 25¢ per mile) plus emergency callback of \$10.00 (\$2.50) each.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Group 2 (includes Junior Records Clerk)	\$12,119-\$13,103 (\$10,772-\$11,647)
	Group 18 (includes Works Technical Planner)	\$28,317-\$35,076 (\$25,171-\$31,179)

Probationary period is 65 working days. Maximum rates for Junior Records Clerk are reached after 18 months, and for Works Technical Planner after 54 months.

Bereavement Leave: Grandchild is added to the provision for 3 days' paid leave.

Health and Welfare: Long Term Disability - Benefit is 75% of basic salary (unchanged) up to a maximum of \$2,300 (\$2,000) per month.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC) (580 outside employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Labourer (after probation)	\$9.88 (\$8.78)
	Refrigerator Operator Class "B"	\$10.96 (\$9.74)
	Licensed Mechanic	\$12.49 (\$11.10)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-37¢-37¢ (0-33¢-33¢).

Weekend Premium: 0-37¢-74¢ (0-33¢-66¢).

Paid Holidays: 11 days plus Remembrance Day if it falls within the work week (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
	General Increases	12%	4.225% approx.
	Additional Adjustment	1st 6 months category added to 4th Class Constable classification	
	4th Class Constable (2nd 6 months)	\$19,285 (\$17,219)	\$20,100
	1st Class Constable	\$28,784 (\$25,700)	\$30,000

	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
Inspector	\$37,419 (\$33,410)	\$39,000
Clothing Allowance:	\$600 (\$500) per year for full-time plainclothes employee. \$2.30 (\$1.92) per day for the period of time on plainclothes duty, for part-time employee.	
	New uniformed employee receives \$2.30 (\$1.92) per day after 4 weeks' service, if employee has not recieved a uniform by this time.	

CONSTRUCTION

London and District Road, Sewer and Watermain Contractors - Local 1059, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>Feb. 15/82</u>	<u>July 1/82</u>
	Increases	25¢-26¢	50¢
	Basic Labour	\$9.59 (\$9.33)	\$10.09
	Form Builder	\$9.93 (\$9.68)	\$10.43
	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>
	Increases	59¢ for Form Builder; 50¢ for all others	50¢
	Basic Labour	\$10.59	\$11.09
	Form Builder	\$11.02	\$11.52

Shift Premium (Sewer and Water-main): 30¢ (previously 0¢-20¢-20¢).

Holiday Pay: 5% (4%).

Vacation Pay: 5% (4%).

Health and Welfare: Effective February 15, 1982, employer contributes 22¢ (20¢) per hour worked.

Industry Fund (new): Employer contributes 1¢ per hour earned.

Board Allowance: Effective February 15, 1982, \$35 (\$30) per day.

Travel Expense Allowance: Effective February 15, 1982, 18¢ (15¢) per kilometre. Effective January 1, 1983, 20¢.

Ontario Refrigeration and Air Conditioning Contractors Association - Local 787, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 1/82	May 1/83	Nov. 1/83
	Increases	\$1.49-\$2.17	\$1.82	91¢
	Additional Adjustment	Restructuring of wage schedule to 4 (7) zones		
	Journeyman Refrigeration Mechanic Zone 4 (3)	\$16.96 (\$15.47)	\$18.78	\$19.69
	Journeyman Refrigeration Mechanic Zone 1 (6)	\$18.46 (\$16.64)	\$20.28	\$21.19

Jury Duty Pay: \$22.50 (\$20) per day. Effective May 1, 1983, \$25.

Joint Training Fund: 4¢ (3¢) per hour worked.

Mileage Allowance: 35¢ (30¢) per kilometre. Effective May 1, 1983, 40¢. Minimum \$50 per week or \$15 per day for occasional use (new).

Safety Footwear Allowance (new): Employer pays 50% of the cost up to a maximum of \$35 per year for approved boots or shoes for employee with 3 months' service.

Tool Insurance: \$1,500 (\$1,000) replacement value.

ADDENDUM

February 1982 Settlements

METAL FABRICATING

Royal Canadian Mint at Ottawa, Ont., Hull, Que. and Winnipeg, Man. - Public Service Alliance (CLC) (312 Ontario production and office employees): A 12-month wage re-opener agreement, effective from October 1, 1981 to September 30, 1982, settled at the conciliation officer stage and ratified in February, 1982. Duration of negotiations - 8 months.

Wages:	Effective	Oct. 1/81
	General Increase	12.5%
	Skilled Trades Adjustment	25¢ for Leading Machinist, Machinist, Welder, Carpenter and Industrial Mechanic

	<u>Oct. 1/81</u>
Messenger	\$7.50 (\$6.67)
Electrician	\$12.44 (\$11.06)
<u>Annual Rates</u>	
Order Process Clerk	\$13,743-\$14,996 (\$12,216-\$13,330)
Draftsman	\$21,480-\$23,876 (\$19,093-\$21,223)

SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC): A 12-month extension agreement effective from June 19, 1982 to June 17, 1983, covering 317 employees, settled at the bargaining stage, and ratified in February, 1982. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 19/82</u>
	General Increase	12.5% rounded to the nearest 50¢

Weekly Rates

Clerk Grade I	\$225.00-\$242.50 (\$200.00-\$215.50)
Maintenance Electrician	\$438.50-\$468.00 (\$390.00-\$416.00)
Engineering Technologist Grade II	\$528.00-\$599.50 (\$469.50-\$533.00)

Maximum rates for Clerk Grade I and Maintenance Electrician are reached upon completion of the 6-month probationary period. Maximum rates for Engineering Technologist Grade II are reached after 3 annual increases.

Lump Sum Payment: Effective within 15 days of signing of agreement, 2% of weekly salary previous to June 19, 1982 general increase, multiplied by weeks of service to a maximum of 52 weeks to be paid to each employee employed at time of signing - February 8, 1982.

Shift Premium: 0-39¢-46¢ (0-35¢-41¢) for janitor.

Weekend Premium: 39¢ (35¢) per hour for janitor working between Friday midnight and 8:00 a.m. Monday.

Health and Welfare: Dental Plan - Payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

Travel Allowance: \$29.86 (\$26.54) per day payable as a lump sum for each day away between 50 and 99 days. \$28.71 (\$25.52) per week for employee away 100 days or more in a year, plus an additional \$29.86 (\$26.54) per day up to a maximum of 80 additional days payable, if away in excess of 100 days.

When a Senior Technician or Technologist is required to travel outside normal working hours on prototype certification work, and time off in lieu is not practical; employer may authorize pay at straight time for travel in excess of one hour daily for which such travel is charged (new). Commencing February 8, 1982 claims for transit time up to March 26, 1982 may be made.

LOCAL ADMINISTRATION

Sault Ste. Marie City Corporation (Works Dept.) - Local 3, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from February 1, 1982 to January 31, 1984, covering 220 employees, settled at the conciliation officer stage, and ratified in February, 1982. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/82	Aug. 1/82	Feb. 1/83
COLA Fold-in		20¢		
General Increases		11.5%	2%	11%
Skilled Trades Adjustment		15¢		
Job Class 2 (includes Labourer)		\$9.09 (\$7.95)	\$9.27	\$10.29
Job Class 11 (includes Electrician)		\$11.81 (\$10.26)	\$12.05	\$13.38
Cost of Living Provision:	Suspended.			
Shift Premium:	Effective February 1, 1983, 0-20¢-30¢ (0-15¢-25¢).			
Sunday Premium:	35¢ (30¢) per hour. Effective February 1, 1983, 40¢.			
Premium Pay for Day Worker Required to Work Other than his Regular Shift:	50¢ (40¢) per hour for first 8 hours of shift which commences between 11:30 p.m. and 2.59 a.m.; and for which he does not receive overtime or call-out pay. Effective February 1, 1983, 60¢.			
Call-Out Pay:	Minimum of 4 hours at straight time rate. Effective February 1, 1983, minimum of 3 hours at overtime rate. (Previously, minimum of 2 hours at overtime rate.)			
Paid Holidays:	Heritage Day to be added if and when declared, for a total of 11 days.			
Paid Vacation:	6 weeks after 21 (22) years' service.			

Health and Welfare: A.D. & D. - \$16,000 (\$12,000) coverage. Effective February 1, 1983, \$20,000.

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective February 1, 1983, Blue Cross Plan #9 (7) is implemented, based on the 1982 ODA fee schedule.

Meal Allowance: \$4 (\$2.85). Effective February 1, 1983, \$4.50.

Safety Shoe Allowance: \$45 (\$35) for one pair of CSA approved boots per year. Effective February 1, 1983, \$50.

Tool Allowance: \$50 (\$25) per year for Mechanic.

March 1982 Settlements

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Tilbury - Local 1941, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 4, 1982 to June 4, 1985, with wages retroactive to March 15, 1982, covering 252 employees, settled at the bargaining stage, and ratified in March, 1982. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 15/82	June 4/83	June 4/84
General Increases		20¢	20¢	20¢
Bushing Press Operator		\$11.09 (\$10.89)	\$11.29	\$11.49
Electrician		\$12.70 (\$12.50)	\$12.90	\$13.10

Previous rates reflect \$1.91 COLA fold-in.

Cost of Living Allowance: Frozen, and replaced by Profit Sharing Plan. After 1 year employee can return to COLA, if preferred over the Profit Sharing Plan.

Profit Sharing Plan (new): Effective in the first year of contract, 20¢ per hour or a percentage thereof, depending upon 4 different factors: profitability, efficiency, quality and scrap cost. Effective in the second year, 50¢ per hour. Effective in the third year, \$1 per hour. To be paid quarterly, and not rolled into wages.

Health and Welfare: Weekly Indemnity - Benefit increases to \$210 (\$195) per week, payable on a 1-1-8-52 basis.

Supplemental Unemployment Benefit Plan: Employer contributes 8¢ per hour per employee. Maximum funding of \$400 (unchanged). OHIP premiums only to be paid out of this plan. (Previously, all benefits were paid through S.U.B.).

Pension Plan: Basic and Supplementary Benefit - \$11 (\$10) per month per year of service. Effective June 4, 1983, \$12. Effective June 4, 1984, \$13.

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC)
(690 caretakers and maintenance employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage and ratified in March, 1982. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/82	Apr. 8/82
	General Increase	12.5%	
	Additional Adjustment		7¢ for Caretaker-Cleaner
	Caretaker-Matron 6 months or more	\$8.37 (\$7.44)	\$8.37
	Caretaker-Cleaner 6 months or more	\$9.47 (\$8.42)	\$9.54
	Caretaker-Head Cleaner	\$10.07 (\$8.95)	\$10.07
Hours of Work:	40 per week (unchanged).		
Shift Premium:	4% of normal rate for afternoon shift; 5% for midnight shift (unchanged).		
Paid Holidays:	12 days (unchanged).		
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged).		
Health and Welfare:	<u>Vision Care</u> - Maximum claim for eyeglasses is \$70 (\$60) every 2 years. <u>Dental Plan (new)</u> - Effective following ratification, coverage to provide basic preventative services based on the 1980 Ontario Dental Association fee schedule. Employer pays 75% of premium costs.		
Language Requirement (new):	Ability to speak French required as a condition of employment for permanent assignment to a French language school. Does not apply to current staff.		

LOCAL ADMINISTRATION

Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (9,965 employees): Five 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage and ratified in March, 1982. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/82
	General Increase	12.5%
	<u>Metro Agreements</u>	
	<u>Outside Employees</u>	
	Labourer	\$9.47-\$9.80 (\$8.42-\$8.71)
	Machinist	\$12.95 (\$11.34)
	Marine Engineer Grade 2	\$13.96 (\$12.41)
	<u>Inside Employees</u>	
	Clerk Grade 5	\$6.87-\$8.13 (\$6.11-\$7.23)
	Planner	\$14.31-\$19.86 (\$12.72-\$17.65)
	<u>City Agreements</u>	
	<u>Outside Employees</u>	
	Labourer	\$9.51-\$9.79 (\$8.45-\$8.70)
	Auto Mechanic Wage Grade 17 (15)	\$13.63 (\$11.69)
	<u>Inside Employees</u>	
	Mail Clerk	\$6.68-\$8.49 (\$5.94-\$7.55)
	Senior Real Estate Appraiser and Negotiator	\$18.13-\$19.93 (\$16.11-\$17.71)
Hours of Work:	Outside Employees - 40 per week. Inside Employees - 35 or 40 depending on classification (all unchanged).	
Shift Premium:	0-37¢-37¢ (0-33¢-33¢).	
Weekend Premium:	74¢ (66¢) per hour.	
Paid Holidays:	11 days plus Remembrance Day if it falls on a week day (unchanged).	
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).	
Health and Welfare:	<u>Life Insurance</u> - \$3,000 (\$2,000) coverage. Premium paid by employer. Premiums for additional optional coverage 50%/50%.	

Long Term Disability - Benefits equal 75% of basic salary to a maximum of \$1,500 (\$1,250) per month.

Dental Plan - Coverage continues to be based upon current Ontario Dental Association fee schedule. Coverage for orthodontia applies to employee and all eligible dependants. (Previously, employee and children.)

Mileage Allowance: 21¢ (19¢) per kilometer.

Protective Clothing Allowance: \$40 (\$32.50) per year to designated employees.

ERRATUM

The wage increase in the second year of the following settlement was reported incorrectly in the January 1982 Report on page 17:

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC) (500 office and clerical workers)

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
	General Increases	13%	12%

Negotiations in Progress during April 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
A & P Stores, province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	5,435	B
American Can of Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
American-Standard (Div. of Wabco-Standard Ltd. Lansdowne Plant), Toronto	Pottery Workers (AFL-CIO/CLC)	313	B
Amoco Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260	B
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	600	CO
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	350	PCB
Atomic Energy of Canada Ltd., Radio Chemical Co./Commercial Products, Ottawa	Energy and Chemical Workers (CLC)	306	B
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264	B
C & M Products Ltd., Markham	United Steelworkers (AFL-CIO/CLC)	200	CO
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500	PCB
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	600	B
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	380	B
Canron Inc. (Ingot Mould Foundry), Hamilton	United Steelworkers (AFL-CIO/CLC)	224	CO
Canwirco Inc., Simcoe	United Steelworkers (AFL-CIO/CLC)	250	MED
Carborundum Canada Inc., Niagara Falls	United Steelworkers (AFL-CIO/CLC)	250	CO
Carleton University, Ottawa	CUPE (CLC) (staff assn.) (clerical, computer and accounting empls.)	615	B

*See page 236 for definition of codes

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont., General Contractors Assn., Resilient Flooring Contractors Assn. of Ont., Industrial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	12,500	CO
Catalytic Enterprises Co. Ltd.	Council of Unions	550	B
Cement Masons Employer Bargaining Agency, Labour Relations Bureau of Ont., General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,300	CO
Certified Brakes - Lear Siegler Co. (Certified Automotive Products (Central) Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	710	CO
Cornwall Spinners Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	249	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525	MED
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	250	CO
Daymond Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	230	PCB
Dominion Stores, Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	10,000	B
Dominion Stores, Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970	B
Domtar Inc. (Domtar Construction Materials/Gypsum Products), Caledonia	United Steelworkers (AFL-CIO/CLC)	220	PCB
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	486	CO

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
urham Board of Education	CUPE (CLC)	365	B
.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	745	B
lectrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	10,000	MED
PSCA Generation Projects Construc- tion	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000	MED
obicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
xtendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical full-time and part-time empls.)	2,945	ARB
iberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325	B
raser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
eneral Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	MED/WS
overnment of Canada (Treasury Board), province-wide**	Professional Institute (Ind.) (meteorology group)	200	B
reat Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	245	MED
reat Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
reb Industries Ltd., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	243	B
ilton Regional Municipality	Cdn. Operating Engineers (CCU)	250	ARB
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/ CLC)	300	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	CO
J. Heinz Co. of Canada Leamington	Food and Commercial Workers (AFL- CIO/CLC)	1,180	CO
ohn T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	CO

*Federal jurisdiction

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	370	B
Imperial Tobacco, Div. of Imasco Ltd., Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	780	B
Inco Ltd. (Inco Metals Co.), Sudbury	United Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640	C0
Inco Ltd. (Inco Metals Co.), Port Colborne	United Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	735	C0
Inglis Ltd., Stoney Creek	Auto Workers (AFL-CIO/CLC)	650	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	MED
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B
Kimberley-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls. and electricians)	740	B
Kroehler Manufacturing Co. Ltd. (Plant #5), Stratford	Upholsterers (AFL-CIO/CLC)	211	B
Labourers Employer Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	MED
Lakehead University Board of Governors, Thunder Bay	Faculty Assn. (Ind.)	240	B
Laurentian University, Sudbury	Faculty Assn. (Ind.)	231	B
Liquor Control Board of Ontario, and Liquor License Board of Ontario, province-wide	Ontario Liquor Board Employees' Union (NUPGE) (CLC)	3,500	B
Loblaws Ltd. and Westfair Foods Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	1,550	B
Loblaws Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	6,000	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	B
McGraw-Edison of Canada Ltd. (Power Systems Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200	B

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.) (Units A, B and C)	1,120	ARB
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	ARB
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	CO
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	B
Metropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CLC)	300	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	B
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	500	MED
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Sewer and Watermain Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	800	PCB
Midas Canada Inc. and Midas Manufacturing Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	300	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	252	CO
National Capital Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	CO
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	CO

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	CO
North York City Hydro-Electric Commission	CUPE (CLC)	300	B
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	240	B
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	WS
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	ARB
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,250	MED
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	5,000	MED
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	B
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	11,000	PCB
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,500	B
Ontario Operating Engineers Employer Agency	Intl. Operating Engineers (AFL-CIO/CLC)	1,750	B
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC)	875	B

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	250	CO
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	6,500	MED
Ontario Terrazo Tile and Marble Guild	Bricklayers (AFL-CIO/CLC)	1,000	MED
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	800	MED
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	CO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Construction Assn.	Carpenters (AFL-CIO/CLC)	275	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	B
Painters Employer Bargaining Agency	Painters (AFL-CIO/CLC)	3,500	B
Pedlar Castings Ltd., Div. of Pedlar Industrial Inc., Oshawa	United Steelworkers (AFL-CIO/CLC)	233	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B(R)
Pioneer Chain Saw Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	200	B
Plasterers Employer Bargaining Agency	Plasterers (AFL-CIO/CLC)	1,000	B
Purina Oats Co. of Canada Ltd. (Pet Food Div.), Trenton	Food and Commercial Workers (AFL-CIO/CLC)	240	CO
Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL-CIO/CLC)	300	CO
Rodmen Employer Bargaining Agency	Structural Iron Workers (AFL-CIO/CLC)	1,000	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550	B

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough Public Library Board	CUPE (CLC)	223	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	MED
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	MED
Simmons Ltd., Peel region	Electrical Workers (UE) (CLC)	230	CO
Spruce Falls Power and Paper and Kimberley Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC)	1,440	B
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time empls.)	5,200	B
Sunar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	9,000	B
Teamsters Employer Bargaining Agency	Teamsters (Ind.)	500	B
Thunder Bay City Corp.	CUPE (CLC)	305	CO
Toronto City Board of Education	Council of Trade Unions	300	CO
Toronto City Board of Education	Toronto Educational Assistants Assn. (Ind.)	430	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	800	B
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	200	MED
Toronto Masonry Contractors Assn.	Bricklayers Ind. (CCU)	1,850	B
Toronto Spring Manufacturers	United Steelworkers (AFL-CIO/CLC)	200	CO
Toronto Star Newspapers Ltd.	Printing and Graphic Union (AFL-CIO/CLC)	332	B

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	CO
United Co-operatives of Ontario (Tend-R-Fresh Plant), Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	225	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, and other empls.)	515	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	280	B
Victoria Hospital Corp. and others, southwestern Ontario	Service Employees Intl. (part-time, non-medical empls.)	1,208	ARB
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO/CLC)	243	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281	B
Westeel-Rosco Ltd. (Atlantic Ave., Belfield Road and Medulla Ave. Divs.), Toronto	United Steelworkers (AFL-CIO/CLC)	275	CO
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	380	MED
Willroy Mines Ltd., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	250	B
Windsor City Board of Education	CUPE (CLC)	235	CO
Windsor Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/ CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	550	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	B
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	280	B
York University	CUPE (CLC)	275	B
York University	Faculty Assn. (professors, assistant professors, librarians and other empls.)	950	MED

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>More Than One Province</u>			
Abitibi-Price Inc. and subsidiaries, Ont., Que. and Nfld.	Cdn. Paperworkers (CLC) (mill empls.)	5,650	MED.
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,700	B
CIP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	B
CN/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.)	2,820	CO
CN Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,005	B
CN Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, and other empls.)	7,610	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, station services and other empls.)	1,750	B
CP Rail, system-wide**	Locomotive Engineers (Ind.)	1,910	B
CP Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, and other empls.)	5,435	B
Canada Packers Inc., Canada-wide (except Nfld., N.S. and N.B.)	Food and Commercial Workers (AFL-CIO/CLC)	5,600	B
Canada Post, Canada-wide**	Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	2,252	B

**Federal jurisdiction

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian International Paper and New Brunswick International Paper, N.B., Que. and Ont.	Cdn. Paperworkers (CLC)	5,000	B
Gainers Ltd., Ont., Alta., B.C.	Food and Commercial Workers (AFL-CIO/CLC)	1,300	C0
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,090	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL- CIO/CLC) (electronics group)	2,930	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (meteorology group)	510	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	595	C0
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,915	B
Government of Canada (Treasury Board)**	PSAC (CLC) (administration services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, super- visory and non-supervisory)	1,400	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non supervisory empls.)	2,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category (research officers and research council officers)	990	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B

**Federal jurisdiction

Negotiations in Progress during April 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	CO

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1982

Employer and Location	Union	No. of Empls.
American Can. of Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500
American-Standard (Div. of Wabco-Standard Ltd., Lansdowne Plant), Toronto	Pottery Workers (AFL-CIO/CLC)	313
Atomic Energy of Canada Ltd., Radio Chemical Co./Commercial Products, Ottawa	Energy and Chemical Workers (CLC)	306
Baycrest Hospital and Jewish Home for the Aged, Toronto	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	311
Belleville General Hospital	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	329
Brantford General Hospital	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	249
Burns Meats Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	446
CP Air Lines Ltd., province-wide	Machinists (AFL-CIO/CLC) (air field, shop and stores empls.)	506
CTV Television Network Limited, province-wide	Cdn. Television and Radio Artists (CLC) (performers)	1,000
CTV Television Network Limited, province-wide	Cdn. Television and Radio Artists (CLC) (writers)	300
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500
Canada Packers Inc., Toronto and Bramalea	Food and Commercial Workers (AFL-CIO/CLC)	2,158
Canadian Broadcasting Corp., province-wide	Cdn. Television and Radio Artists (CLC) (radio performers and writers)	1,300
Canadian Broadcasting Corp., province-wide	Cdn. Television and Radio Artists (CLC) (television performers and writers)	3,500
Canadian International Paper Co. (Container and Single Service Div.), Burlington, Markham and Toronto	Cdn. Paperworkers (CLC)	875
Central Park Lodges of Canada (Retirement Homes), Intercity	Services Employees Intl. (AFL-CIO/CLC)	233

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1982 (cont'd)

Employer and Location	Union	No. of Empls
Dominion Stores Ltd., Northern Ontario	Retail Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	444
Dominion Stores Ltd., Sault Ste. Marie and Northern Ontario	Retail Wholesale Employees (AFL-CIO/CLC)	371
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time empls.)	200
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	253
Domtar Packaging Corrugated Containers Div., Etobicoke	Cdn. Paperworkers (CLC)	290
Domtar Packaging, Corrugated Containers Div., St. Marys	Cdn. Paperworkers (CLC)	200
Domtar Packaging Corrugated Containers Div., Toronto	Cdn. Paperworkers (CLC)	300
Etobicoke General Hospital	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	275
Fiberglas Canada Ltd., (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325
Gainers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	500
Greater Niagara General Hospital	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	280
Hawker Siddeley Canada Inc., Canadian Car Div., Thunder Bay	Auto Workers (AFL-CIO/CLC)	704
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	370
Inco Ltd., (Inco Metals Co.), Port Colborne	United Steelworkers (AFL-CIO/CLC) (hourly rated empls.)	735
Inco Ltd. (Inco Metals Co.) Sudbury	United Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	238
McGraw-Edison of Canada Ltd. (Power Systems Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1982 (cont,d)

Employer and Location	Union	No. of Empls.
McKellar General Hospital, Thunder Bay	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	201
Madawaska Mines Ltd., Bancroft	Employees Assn. (Ind.)	313
Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	462
Mount Sinai Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	299
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	240
Northern Wood Preservers Ltd., Thunder Bay	CUPE (CLC)	350
Peel Memorial Hospital, Brampton	Service Employees Intl., (AFL-CIO/CLC) (non-medical empls.)	375
Pullman Trailmobile Canada Ltd., Brantford	Auto Workers (AFL-CIO/CLC)	550
St. Catharines General Hospital	Service Employees Intl., (AFL-CIO/CLC) (non-medical empls.)	360
South Waterloo Memorial Hospital, Cambridge	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	220
Sunar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340
Sunnybrook Hospital, Toronto	Service Employees Intl., (AFL-CIO/CLC) (non-medical empls.)	850
Toronto East General and Orthopaedic Hospital	Service Employees Intl., (AFL-CIO/CLC) (non-medical empls.)	482
Toronto Masonry Contractors Assn.	Bricklayers, Ind. (CCU)	1,850
Toronto Masonry Contractors Assn.	Bricklayers, Ind. (CCU) (bricklayer assistants)	567
Treasury Board of Canada, province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	935
Webster Manufacturing (London) Ltd.,	Molders (AFL-CIO/CLC)	300
Weldwood of Canada Ltd. (Longlac Div.)	Carpenters (AFL-CIO/CLC)	243
Welland County General Hospital	Service Employees Intl., (AFL-CIO/CLC) (non-medical empls.)	240

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1982 (cont'd)

Employer and Location	Union	No. of Empls.
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/ CLC) (non-medical empls.)	300
West Park Hospital, Toronto	Service Employees Intl. (AFL- CIO/CLC) (non-medical empls.)	214
Willroy Mines Ltd., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	250
York County Hospital, Newmarket	Service Employees Intl. (AFL-CIO CLC) (non-medical empls.)	250

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OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
May 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

FOREWORD

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

June 29, 1982

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Highlights

Pulp and Paper Industry Settlements. The Eastern Canadian pulp and paper industry normally follows a pattern bargaining structure, whereby a precedent setting agreement with one of the major companies establishes new contract terms for the remaining firms operating east of the Manitoba border. The industry employs about 50,000 workers, with 38,000 of them represented by the Canadian Paperworkers Union (CPU) and covered by agreements which were scheduled to expire April 30, 1982. During the current negotiations, the union attempted to match wage increases won last year on the West Coast, where the forestry and paper workers received raises of 15 per cent in the first year and 13 per cent in the second year of contracts expiring in June 1983. As a target for settlement in Eastern Canada, the union selected Abitibi-Price Inc., the largest newsprint producer, employing 6,000 members at 11 mills in Ontario, Quebec and Newfoundland. The company had also been used to set the pace for paperworker negotiations in two previous rounds of bargaining, in which settlements had been reached after a 9 1/2 month strike in 1975-76 and a series of walkouts of up to 35 days in 1980.

The new CPU pattern settlement, running through April 30, 1984, was reached in mediation and was approved by the Abitibi-Price workers in late May, despite the union's recommendation against acceptance. Under the new terms, the workers received a general wage increase of 12 per cent in the first year and a further 10 per cent in the second, plus certain improvements in shift and tradesmen's differentials, for a total of about 22.5 per cent. The increases brought a paperworker's average hourly rate to \$13.07 in 1982 and \$14.38 a year later. The Abitibi settlement with the 18 CPU locals also reflected major revisions in the pension plan, agreed to in separate negotiations last September and included additional improvements in other benefits.

The remaining pulp and paper settlements around northwestern Ontario and other eastern Canadian regions, were expected to follow closely the terms of Abitibi's contracts with the CPU. The first group to confirm the industry pattern was the union's 5,000 members at C.I.P. Inc. plants in Ontario (Hawkesbury), Quebec and New Brunswick, who approved the new terms on July 3. Similar agreements were subsequently concluded by CPU members at E.B. Eddy Forest Products in Espanola and four companies in the Eastern Canada Newsprint Group, largely operating on the East Coast. If the industry pattern holds, it will also influence the concurrent negotiations between the CPU and other unions at the remaining major Ontario producers (American Can, Boise-Cascade, Domtar Packaging, Fraser Inc., Great Lakes Forest Products, Kimberly-Clark, Ontario Paper Company and Spruce Falls Power and Paper Company) and affect the companies' workers in paper mills, sawmills, corrugated container plants and forestry operations. The latter group involves about 6,000 hourly and salaried employees, members of various locals of the Carpenters and the Office and Professional Employees' unions, bound by agreements expiring in most cases at the end of August 1982.

Railway Settlements. The complex, industry-wide contract negotiations to determine wage and working conditions improvements for almost 85,000 railway workers involved Canadian National, Canadian Pacific and ten smaller rail carriers across Canada, including Via Rail. The companies maintained the conventional multi-employer bargaining structure in order to achieve a master settlement that, except for work rules specific to each bargaining group, would be uniformly applied to all contracts being renegotiated. Of

the 17 unions representing the rail employees, four negotiated individually and the remaining 13 formed two coalitions for the purpose of bargaining.

The previous three-year contracts with the railways, which expired at the end of 1981, called for annual wage increases of 10 per cent in the first year and 8 per cent in each of the other two. However, except for shop craftsmen and the running trades, the first two installments were calculated in terms of cents per hour, while the last was expressed as a percentage. Together with cost-of-living adjustments, activated after the CPI rose above cumulative trigger points of 8, 14.5 and 21.3 per cent in each of the successive years, the annual raises amounted to between 12 and 12.5 per cent.

In the current negotiations, all of the six union bargaining groups formulated their own proposals dealing with monetary items and length of the contracts. However, they adopted a uniform approach on other matters and through a common committee on group benefit plans attempted to achieve paid sick leave and improvements in health, dental and pension plans.

The 1982 bargaining proposals submitted by the five-union coalition, known as Associated Non-operating Railway Unions and acting on behalf of about 36,000 workers not directly involved in railway operations, called for annual wage increases of 20 per cent in each year of a two-year pact, improved COLA escalator and full indexation of pension benefits. Among other proposed items were improvements in working conditions, vacations, shift differentials and better benefits for workers retiring because of operational or technological changes.

The second coalition, consisting of eight unions representing 21,000 tradesmen, bargained through a new Canadian Council of Railway Shopcraft Employees and Allied Workers, formed last November after the AFL-CIU Railway Employees' Department ceased its operation. The shopcraft group, contending that its members' pay had slipped behind comparative wage rates of the railway workers and tradesmen in outside industry, included in its opening position an hourly increase of \$4, or about 35 per cent, in a one-year contract aiming at wage parity with the B.C. Rail employees. The shopcraft bargaining was complicated by a controversy over a recent industrial inquiry report on the skilled railway workers' compensation, as well as by the railroads' bid for revisions to job classifications and training programs. The companies' demands brought union claims that the proposed changes would jeopardize existing job security and seniority systems of the craftsmen and further weaken their bargaining position. These issues, along with the protracted negotiations, contributed to workers' protests marked by refusals to work overtime and by wildcat walkouts, particularly in Western Canada. The bargaining problems influenced the April decision of the Canadian National Railway to withdraw for bargaining purposes from the Railway Association of Canada, a legal entity composed of the major railways, which in the past theoretically negotiated on behalf of the whole industry with the shopcraft unions. The withdrawal had the effect of creating separate bargaining units for CN's and CP's shopcraft workers; in practice however, the companies continued to negotiate jointly on all important matters including wages.

The remaining unions, the Brotherhood of Locomotive Engineers (BLE) the United Transportation Union (UTU), the Canadian Association of Communication and Allied Workers (CACAW) and the newly formed Rail Canada Traffic Controllers (RCTC) bargained separately with the railways, with the latter

two independent unions only initially participating in the common committee on group benefits. One of the reasons the CACAW (representing about 2,450 former members of the United Telegraph Workers at CN/CP Telecommunications) and the RCTC (acting on behalf of over 2,300 railway dispatchers who broke away from the Brotherhood of Railway and Airline Clerks) proceeded to negotiate outside the main industry tables was their exclusion by the other unions from the committee sessions, although their members had successor rights to benefits derived from the existing plans. Of major concern to the RCTC were money (wage parity with engineers), sickness benefits and, at CP, attainment of an attrition agreement to protect members who lost their jobs due to the introduction of a new computerized railway dispatch system.

As was the case in the previous rounds of railway bargaining, the non-operating unions were the first to reach the main monetary settlement which served as a yardstick for negotiations with the remaining unions. The two-year settlement was completed in early March in direct talks and was ratified by 72.8 per cent of the voting members in late April. The new terms provided for a general wage increase of 12 per cent retroactive to January 1, 1982 and a further 9 per cent in 1983. The first year increase was calculated on top of an 81.3-cent cost-of-living adjustment, accumulated over the past three years, which was rolled into wages. The COLA clause was retained with triggers increased to 10 per cent in 1982 and a cumulative 17.7 per cent in the following year. The eventual allowances were scheduled to be paid as a lump sum at the end of each contract year and the total adjustments accumulated over the two year term to be folded into the wage rates on January 1, 1984. The settlement also included a number of other changes, such as higher shift premiums, improved vacation qualifications, health and welfare benefits with new provisions for accidental death insurance and extended health care, as well as certain improvements in the pension plan and in job security. [See pp. 192-194 of the April 1982 issue of this report for more details].

Similar settlements were tentatively agreed to in late March by all the other unions except RCTC, but only the 4,900 locomotive engineers and the CACAW members approved the new terms in the subsequent May ratification votes. The shopcraft workers and the UTU-represented trainmen and yard workers turned down the proposed settlements, while the RCTC indicated that it would not accept the emerging wage pattern, since its members needed a "catch-up" increase. The three groups have chosen conciliation to resolve remaining differences. However, in the face of possible wage controls in the federal budget, the meetings were broken off in late June at the second stage of conciliation in order to sign offers similar to those rejected in April. The tentative settlements, which still require the unions' membership ratification, provided the same monetary improvements as those accepted by the non-operating employees, and represented a total compensation increase of 23.4 per cent by the end of 1983 (exclusive of the eventual cost-of-living adjustments).

The June federal budget originally proposed wage controls only for federal public servants and employees of federal Crown corporations including those at Canadian National Railways and Via Rail Canada. However, before the Public Sector Compensation Restraint Act (known as Bill C-124) received the royal assent on August 4, it was extended to cover some 35,000 employees of

Canadian Pacific Ltd. and its subsidiaries, as well as four other railroads and terminals that participated in the industry-wide bargaining. The legislation, which came into force on June 29, 1982, means that the 12 per cent increase negotiated for this year will remain intact, but the second year increase will be rolled back to 6 per cent and the COLA payments will be eliminated. In addition, the rail contracts will be extended to the end of 1984 with a 5 per cent wage increase for the final year and any strike action will be illegal during that period.

Ontario Public Service Settlements. The 1982 contract negotiations between the provincial government and the Ontario Public Service Employees Union (OPSEU) marked the first time since the union was founded in 1975 that all ten collective agreements covering over 52,000 civil servants expired simultaneously (on December 31, 1981). An innovation this year was the OPSEU decision to bargain on working conditions and employee benefits before discussing money for the nine category groups in order to make major gains on non-wage items. Furthermore, a spokesperson for some 9,000 unclassified employees in the bargaining unit was for the first time assigned to the negotiating team to voice that group's concern over job security and pro-rated benefits.

The union went into bargaining with proposals for annual wage increases varying from 17 to 43 per cent, expressed as a combination of various amounts of dollars and percentages. A cost-of-living escalator was a common demand for the nine units, but under an "expanded category system" adopted this year, and depending on their particular needs, each of the groups included in the separate proposals certain items formerly negotiated at the provincial level. The requested changes related to such provisions as hours of work, overtime, shift premiums, isolation and service pay, risk and stress leave, and a variety of allowances. The government's initial counter-proposals for wage settlements were in the 7 to 9 per cent range.

In the benefit area, OPSEU's primary concerns were expressed over items which would reduce the impact of cost increases on the family. Consequently, the top bargaining priority was assigned to improvements in dental and other health benefits, pensions, maternity leave and day care. Proposed working conditions improvements included revisions in clauses governing vacations and holidays, health and safety, technological change and job security, with special emphasis on better protection for the "unclassified" temporary, casual and seasonal employees.

Following a failure to conclude a settlement on the new service-wide contract at the mediation stage, the dispute was submitted to binding arbitration. Before the hearings began in early May, the Public Service Labour Relations Tribunal ruled that seven of OPSEU's proposals, including pensions, probationary period and two of the several Video Display Terminal (VDT) matters, are non-negotiable. However, the Tribunal allowed five other proposals to be arbitrated. These were the prorating of benefits for all unclassified staff, the retraining, the remaining VDT clauses, and prohibition of working alone in dangerous surroundings.

The final arbitral decision dealing with the master contract was issued July 28. It granted 17 weeks of paid maternity leave and the right to six months of additional unpaid leave, with a guarantee of return to the same job. Under the new terms, permanent employees will be entitled to 93 per

cent of their regular pay during the 17 weeks of leave, with the employer providing payment for the first two weeks and then supplementing UIC payments and maintaining fringe benefits. Other awarded changes included higher shift premiums, double-time compensation for work on statutory holidays, improvements in vacation scheduling and revisions to the health and welfare program, with new vision care and hearing aid plans. The award, running through December 31, 1983, also provided a number of other first time items regarding job security and VDT work. Among them were periodical eye examinations for operators paid for by the employer, and a 10 minute rest break for each hour of continuous work at a terminal. The total cost of the awarded improvements was estimated at about 1.14 per cent of payroll. The question of benefits for the unclassified group was deferred until the PSLR Tribunal rules on the employer's argument that these employees are outside the scope of bargaining.

In the meantime, wage negotiations (except for clerical services) entered the mediation stage, which was followed by binding arbitration for the correctional services and technical units. The 10,000 members of the clerical unit settled in direct talks and ratified the new agreement in mid-March. The two-year contract provided an average salary increase of 24.9 per cent, with 9.5 and 9.0 per cent phased in on January 1 of each year and a further \$9.25 and \$7 per week on each July 1. Because of the staging of the increases, their actual cost to the employer worked out to less than 12.5 per cent on an annual basis.

The 4,300 scientific and professional employees agreed on similar terms for a one-year pact. Their contract called for an initial installment of 9.5 per cent plus a non-compounded increase of 2.25 per cent on April 1, for an annual average of 11.8 per cent. For nurses and occupational therapists, who constitute 45 per cent of the category, the April increase was \$14.56 per week. There were also special adjustments of between one and three per cent for certain classifications. [Details of the two settlements were published on pp. 153-155 of the March issue of this report].

Of the remaining five mediated settlements, those covering 10,745 members of general operational and maintenance services were ratified in April, while the other three, affecting the administrative (5,550), office (6,940) and institutional care employees (5,945), were approved in May. All of them, with the exception of the office category, settled for a one year term and received two-stage general increases valued at an average of 12.2 per cent per annum for the administrative group and between 13.4 and 13.9 per cent for the remaining three units. [See pp. 210-211 of the April 1982 issue and pp.269-271 of the current issue of this report for more details]. The 6,940 office employees followed the clerical unit example by opting for a two-year term. Their settlement also provided a four-stage increase, averaging 25.2 per cent over two years, and called for special adjustments for switchboard operators.

The arbitrated settlements covering the technical and correctional services units were of a one-year duration. A June arbitration decision, affecting the 5,505 technicians who were seeking a salary increase of about 35 per cent over 12 months, provided a general increase of \$10 per week plus 6.85 per cent retroactive to January 1, 1982 and a further 2.75 per cent five months later. In addition to the June 1 raise, the two lowest levels of communication technicians received an adjustment of 3 per cent.

The last dispute, involving 3,000 guards in provincial jails and detention centres, revolved around the employees' proposals for an increase of over 40 per cent (which would bring their salaries in line with those of the Ontario Provincial Police constables) and an incentive program with premiums of up to 25 per cent of salaries based on a point rating system. The "negative premium system" was intended to encourage the elimination of poor working conditions in the correctional institutions. The arbitration award issued in July gave the employees a two-stage salary increase of about 15.5 per cent, with the first installment of 11 per cent retroactive to January 1, 1982 and 4.5 per cent added on July 1. The increase narrowed the gap between a correctional officer's salary and that of a first-class OPP constable to 24.5 per cent from the previous 30.5 per cent.

Firefighters Settlements. A one-year renewal agreement between the City of Toronto and its 1,265 firefighters was settled in mid-May through direct bargaining. The firefighters' association entered this year's negotiations with a request for a 22 per cent salary increase in an effort to maintain its members' salaries in line with those of local policemen and to eliminate the difference between the Toronto firefighters' pay rates and those of their suburban counterparts (more than \$300 at the end of 1981). Among other goals, higher insurance coverage and better pensions for widows of firefighters killed on the job were of top priority for the association. The eventual one-year agreement provided an initial salary increase of 10.2 per cent plus a further 4.7 per cent on April 17, 1982. The increases brought a first-class firefighter's annual salary to \$30,773 on the latter date. Other negotiated changes included a one year's service requirement for three weeks of paid vacation, increased life insurance and dental care coverage and a new, employer-paid, long-term disability plan. The parties also agreed to hold discussions during the term of the new agreement on the association's proposed changes in provisions relating to service pay, pensions, pecuniary assistance and a four-day week.

The Toronto pact applied to the largest of the nine major Ontario municipal firefighters' agreements that opened up at the end of 1981. Between March and July six of the contracts were settled in direct talks, while the remaining two were referred to binding arbitration. The new settlements, covering an additional 2,360 employees, provided general salary increases in the 10.3 to 12.5 per cent range, retroactive to January 1, 1982, with the exception of the Mississauga contract which called for semi-annual raises of 11.52 and 1.17 per cent. The 1982 annual salaries for a first class firefighter under these agreements rose to between \$29,621 (London) and \$30,465 (Mississauga), with those in the Toronto suburbs ranging from \$30,350 to \$30,375. The latter figure applied to York Borough's firefighters, whose five-year pact signed last year provided salary parity with Toronto policemen and guaranteed it for the balance of the contract term. [Details of settlements covering the London, North York, and Ottawa firefighters' units were published respectively on pp. 155 of the March 1982 and pp. 214-215 of the April 1982 issues of this report].

The two outstanding disputes, affecting 400 firefighters in Etobicoke and 274 in Windsor, mainly involved issues other than wages. In Etobicoke, the contentious matters included compulsory fitness tests, improved pensions and benefits, as well as major changes in work schedules. In Windsor, the monetary terms had been agreed to by the parties in late spring, but the other items have been appealed to the Supreme Court of Ontario.

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Employer and Location	Union	Page
Abitibi-Price Inc., Ontario, Quebec and Newfoundland	Canadian Paperworkers (CLC) (mill empls.)	250
Amoco Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	246
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	248
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River	Office and Professional Employees (AFL-CIO/CLC)	267
Black Clawson - Kennedy Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	253
Blackstone Industrial Products Ltd., Stratford	Auto Workers (AFL-CIO/CLC)	275
CN/CP Telecommunications	Communications and Allied Workers (CCU)	261
Cadbury Schweppes Powell Inc., Cadbury Div., Whitby	Teamsters (Ind.)	278
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	280
Canadian National Railway Company, system-wide	Locomotive Engineers (Ind.) (locomotive engineers and firemen/helpers and hostlers)	260
Canadian Pacific Ltd., system-wide	Locomotive Engineers (Ind.) (locomotive engineers and firemen/helpers and hostlers)	261
Canron Inc., Ingot Mould Foundry, Hamilton	United Steelworkers (AFL-CIO/CLC)	252
Carborundum Canada Inc., Niagara Falls	United Steelworkers (AFL-CIO/CLC)	256
Cliffs of Canada Ltd., (Adams Mine, Kirkland Lake and Sherman Mine, Temagami)	United Steelworkers (AFL-CIO/CLC)	257
Dare Foods (Biscuit Div.) Ltd., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	245
L. Davis Textiles Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	248
Drug Trading Co. Ltd., and Druggists Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	263

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The Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC) (Transmission Systems Construction in the the Electrical Power Systems Sector)	273
Essex International of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	280
Fleck Manufacturing Inc., Huron Park	Auto Workers (AFL-CIO/CLC)	281
Government of Canada (Treasury Board)	Air Traffic Controllers (Ind.)	268
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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited, Pet Foods Division at Trenton - Local 1172-1, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 240 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/82	Apr. 1/83
	General Increases	\$1.10	\$1.04
	Additional Adjustments	13¢-25¢ due to restructuring of wage schedule	
		Addition of Maintenance Apprentice wage schedule and some new classifications	
	Grade 1 (4) (includes Boxer Operator)	\$8.98 (\$7.88)	\$10.02
	Maintenance Grade 4	\$10.24 (\$8.89)	\$11.28
Shift Premium:	0-25¢-30¢ (0-21¢-25¢).		
Temporary Acting Supervisor Premium (new):	25¢ per hour.		
Paid Holidays:	1 floating day is added for a total of 13 days.		
Paid Vacation:	5 weeks after 20 (25) years' service.		
Bereavement Leave:	5 (3) days' paid leave for death of spouse. Grandchildren are added to the provision for 3 days' paid leave.		
Maternity Leave:	Employee on an extended prenatal and/or postnatal leave due to complications arising from the pregnancy may qualify for Illness and Accident Plan benefits (new).		
Health and Welfare:	<u>Life Insurance</u> - Extended to include \$2,000 coverage for spouse and \$1,000 per dependant child. Employer pays 100% of premium costs. <u>Dental Plan</u> - Employer pays 100% (65%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective April 1, 1983, the 1981 ODA fee schedule.		
Safety Shoe Allowance:	\$50 (\$45) annual maximum. Employee may accumulate unused portion of annual subsidy up to a maximum of \$100 in second year of agreement (new).		

Tool Allowance: \$100 (\$45) annual maximum.

Dare Foods (Biscuit Division) Limited at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 1/82	May 1/83	Nov. 1/83
	General Increases	80¢	70¢	10¢
	General Labour	\$7.55 (\$6.75)	\$8.25	\$8.35
	Machinist	\$9.69 (\$8.89)	\$10.39	\$10.49

Shift Premium: 0-23¢-26¢ (0-20¢-23¢). Effective May 1, 1983, 0-25¢-30¢.

Paid Vacation: Effective May 1, 1983, 4 weeks after 12 (13) years' service, 5 weeks after 20 (21) years and 6 weeks after 28 (30) years.

Crown Witness Pay (new): Employer pays the difference between fees received and straight time rate for scheduled days of work.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$6,000) coverage.

Weekly Indemnity - Benefit increases to \$235 per week (previously to UIC maximum).

Extended Health Care and Major Medical - Employer pays 70% (50%) of premium costs.

Dental Plan - Effective July 1, 1982, payments are based on the 1980 (1979) Ontario Dental Association fee schedule and plan includes denture repair and relining (new). Effective July 1, 1983, payments are based on the 1981 ODA fee schedule and endodontic services are added (new).

Meal Allowance: \$4.50 (\$3.50) for truck drivers.

Safety Shoe Allowance: \$40 (\$30) per calendar year.

Tool Allowance: \$80 (\$60) for loss or replacement.

Uniform Allowance: Employer pays \$50 every second year for seasonal jackets for warehousemen (previously provided 1 jacket).

The Great Atlantic & Pacific Company of Canada, Ltd., Bakery Division at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 14, 1982 to March 10, 1984, covering 249 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 14/82</u>	<u>May 9/82</u>	<u>Mar. 13/83</u>
General Increases		\$1.00		95¢
Additional Adjustments			5¢ for Bread Mixer Depositor Operator and Shipper-Loader; 20¢ for English-Muffin Packer and 25¢ for Maintenance Foreman, Machinist and Maintenance Man 1st Class. 3rd Class Maintenance Man added (new)	
General Help Light Duties		\$9.01 (\$8.01)	\$9.01	\$9.96
General Help		\$9.80 (\$8.80)	\$9.80	\$10.75
Machinist		\$11.96 (\$10.96)	\$12.21	\$13.16

Probationary period is 45 worked days. (Unchanged for maintenance department employees. Previously, 30 working days for all others.) Maintenance personnel hired on or after May 9, 1982, advance from 3rd to 2nd to 1st Class Maintenance Man through the posting procedure (previously after 1 year from 2nd to 1st Class.)

Hours of Work (Part-time): Maximum 22 1/2 (18) hours per week.

Night Shift Premium: Effective May 9, 1982, 45¢ (35¢) per hour. Effective March 13, 1983, 50¢.

Paid Vacation: Effective January 1, 1983, 4 weeks after 10 (11) years' service. Effective January 1, 1984, 5 weeks after 19 (20) years and 6 weeks after 29 (30) years.

Pension Plan: Past Service Credit - Effective August 1, 1982, \$9.50 (\$8.50) per month per year of service, excluding the qualifying year.

Safety Shoe Allowance: Effective May 9, 1982, \$45 (\$35) per calendar year. Effective March 13, 1983, \$50.

TEXTILE

Amoco Fabrics Ltd. at Hawkesbury - Local 2-600, Woodworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 31, 1981 to December 30, 1984, covering 420 employees*, settled at the bargaining stage. Duration of negotiations - 5 months.

*Includes 160 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 31/81</u>	<u>Dec. 31/82</u>	<u>Dec. 31/83</u>
General Increases		75¢	75¢	90¢
Labourer		\$7.13 (\$6.38)	7.88	\$8.78
Line Operator		\$7.64 (\$6.89)	\$8.39	\$9.29
Electrician Class 1		\$10.03 (\$9.28)	\$10.78	\$11.68

Overtime Pay: Time and one-half for all hours worked outside of regularly scheduled hours. (Previously, after 8 hours per day and/or 40 hours per week and for all hours worked on Sundays.)

Sick Leave: Maximum 20 (15) weeks.

Kendall Canada at Toronto - Local 8505, United Steelworkers (AFL-CIO/CLC) (500 plant and warehouse employees): A 24-month renewal agreement effective from May 4, 1982 to May 6, 1984, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>May 4/82</u>	<u>May 4/83</u>
General Increases		12%	11%
Packer		\$6.47 (\$5.78)	\$7.18
Stores Clerk Grade 1 (maximum)		\$9.37 (\$8.37)	\$10.40
Electronic Electrician (maximum)		\$12.44 (\$11.11)	\$13.81

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Lead Hand
Premium: 40¢ (25¢) per hour.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 22 years and 6 weeks after 30 years (unchanged).

Health and
Welfare: Weekly Indemnity - Effective May 4, 1983, 40 (26) weeks coverage, paid by employer.

Safety Footwear
Allowance: \$30 (\$20) upon proof of purchase.

CLOTHING

Weston Apparel Manufacturing Company, Division of Dylex Limited at Toronto - Clothing and Textile Workers* (AFL-CIO/CLC): A 30 1/2-month first agreement effective from May 10, 1982 to November 30, 1984, covering 500 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Effective November 27, 1981, the Clothing and Textile Workers displaced the International Ladies' Garment Workers Union as the bargaining agent.

Wages:	Effective	<u>May 10/82</u>	<u>May 10/83</u>	<u>May 10/84</u>
	Increases	10%	8%	7%

Sample rates are not available.

Temporary Transfer Pay: Employee receives piecework price of the job to which he is transferred, or the base rate, whichever is greater (new).

Health and Welfare: Employer contributes 5 1/2% (6 1/4%) of wages earned to the Union Benefit Fund.

L. Davis Textiles Co. Ltd. at Toronto - Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 24, 1982 to April 23, 1984, covering 217 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 24/82</u>	<u>Apr. 24/83</u>
	Increases:		
	Timeworkers	45¢	30¢ non-compounded
	Pieceworkers	8%	6% non-compounded

Sample wage rates are not available. The guaranteed minimum wage rate will be 25¢ above the government minimum which is currently \$3.50 per hour (new).

Paid Holidays: Easter Monday is added for a total of 11 days.

Bereavement Leave: Mother-in-law, father-in-law and grandparents are added for 1 day's paid leave (new).

Health and Welfare: OHIP - Employer contributes 100% of the single rate for employee with 6 (4) months' continuous service.

Associated Fur Industries of Toronto Inc. - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1982 to February 29, 1984, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/82</u>	<u>Mar. 1/83</u>
	General Increases	\$34 per week	\$33 per week

	<u>Mar. 1/82</u>	<u>Mar. 1/83</u>
<u>Weekly Rates</u>		
Living Operator	\$347 (\$313)	\$380
Cutter 1st Class	\$381 (\$347)	\$414

Pension Plan: Increases to \$200 (\$165) per month.

WOOD

E.B. Eddy Forest Products Ltd. (Wood Products Division) at Nairn Township - Local 31, Canadian Paperworkers* (CLC): A 24-month first agreement effective from September 1, 1981 to August 31, 1983, covering 217 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

*Carpenters, Local 2693 was displaced as the bargaining agent in August, 1981.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 11/82</u>
	General Increases	70¢	35¢
	Skilled Trades Adjustments	36¢	
	Additional Adjustments	20¢ for Chip Truck Driver; 10¢ for New-man 990 Planer Infeed Man, Lug Loader and Utility Operator	
	General Labourer	\$8.79 (\$8.09)	\$9.14
	Electrician	\$10.80 (\$9.74)	\$11.15
	Effective	<u>Sept. 1/82</u>	<u>Mar. 1/83</u>
	General Increases	90¢	42¢
	Skilled Trades Adjustments	20¢	
	General Labourer	\$10.04	\$10.46
	Electrician	\$12.05	\$12.47

Signing Bonus: Effective May 10, 1982, \$125 lump sum payment for seniority employee.

Shift Premium: Effective January 11, 1982, 0-25¢-28¢ (0-20¢-25¢). Effective September 1, 1982, 0-28¢-30¢.

Crew Leader Premium: \$4 (\$2) per day.

Paid Vacation: Based on 40 hour work week at present rate or 2% vacation pay credit of previous years earnings, whichever is greater. (Previously, 2% of accrued credits.)

Bereavement Leave: Grandparents are added for 3 days' paid leave.

Health and Welfare: A.D. & D. - Coverage is extended to 24 (16) hours per day.
OHIP, Semi-Private Hospitalization and Drug Plan - Employer pays 100% of premium costs. (Previously, \$30.68 single and \$66.49 married.)
Weekly Indemnity - Effective June 3, 1982, benefit increases to \$230 (\$210) per week. Effective September 1, 1982, \$250.
Long Term Disability - Effective June 3, 1982, maximum benefit increases to \$1,300 (\$800).
Vision Care (new) - Employer pays 100% of premium costs for a basic plan which includes dependant coverage. Maximum claim is \$40 every 2 years.
Dental Plan - Effective June 1, 1982, payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective September 1, 1982, the 1981 ODA fee schedule.

Safety Boot Allowance: Employer contributes \$9 (\$7) per pair annually.

PAPER AND ALLIED

Abitibi-Price Inc. at Ontario, Quebec and Newfoundland - Eighteen locals, Canadian Paperworkers (CLC) (6,000 mill employees): 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	May 1/82	May 1/83
General Increases		12%	10%
Trades Adjustment		20¢	
"A" Journeyman and above			
Yard Labourer		\$11.38 (\$10.16)	\$12.52
"A" Journeyman		\$14.74 (\$12.96)	\$16.21

Note: Except for the classifications indicated above, wage rates vary from mill to mill.

Hours of Work:	40 or 42 per week (unchanged).
Shift Premium:	0-30¢-40¢ (0-25¢-30¢).
Paid Holidays:	Varies by mill. Most mills have combination of statutory holidays, floating holidays, and 8 to 16 hours of holiday pay (unchanged).
Paid Vacation:	3 weeks after 4 years' service, 4 weeks after 9 years, 5 weeks after 20 years and 6 weeks after 27 years (unchanged).
Bereavement Leave:	5 (3) days' paid leave in the event of death of a spouse, child or step-child.
Health and Welfare	<p>Life Insurance* - 2 1/2 times annual earnings to a maximum of \$60,000. (Previously, Ontario mills - \$25,000 flat amount; Quebec and Newfoundland mills - 1 1/2 times annual salary to a maximum of \$50,000.)</p> <p><u>Long Term Disability</u> - Pays 50% of basic earnings to a monthly maximum of \$1,500 (\$1,300) less any applicable statutory offsets.</p> <p><u>Dental Plan</u> - Effective June 1, 1982, payments to be based on the 1981 (1979) provincial dental association fee schedule. Employer pays \$5.75 (\$5.32) per month per single employee and \$20.76 (\$19.13) per month per employee with dependants. Employee pays 60¢ (11¢) single and \$2.10 (41¢) with dependants per month. Effective May 1, 1983, employee pays \$1.10 single and \$3.85 with dependants per month. No change in employer's share, 1982 fee schedule will apply.</p>
Pension Plan*:	<p><u>Benefit Formula</u> - Final average earnings plan to be based on best 5 years of employee's earnings. (Previously, career average.)</p> <p><u>Contributions</u> - Employee contributes 5% of earnings less CPP/QPP contributions to final average earnings plan, employer contributes the balance. (Previously, contribution rates varied at Abitibi and Price mills).</p> <p><u>Basic Benefit</u> - Effective May 2, 1983, increased by 5% for all employees retiring on or after May 1, 1982. Effective with the next agreement expected to begin May 1, 1984, there will be a further increase of 5% per year.</p> <p><u>Early Retirement Bridging Supplement</u> - \$16 (\$11) per month per year of service. Effective May 2, 1984, \$18.</p>
Severance Pay:	1 week's pay for each year of last full continuous period of employment. (Previously, 2% of total earnings for last full continuous period of employment.)
Apprentice Allowance:	\$65 per week less any applicable government subsidies for apprentices attending government approved trade schools away from home (new).
Safety Footwear Allowance:	\$25 (\$5) per year.

*Life Insurance and Pensions were settled in a separate agreement concluded September 26, 1981.

PRIMARY METAL

Canron Inc., Ingot Mould Foundry at Hamilton - Local 2940, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1982 to April 30, 1985 covering 224 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/82	May 1/83	May 1/84
General Increases		45¢	30¢	25¢
Skilled Trades Adjustments	Increased by 1 Job Class			
Job Class Increments		1¢	1¢	1¢
Labourer (Class 2)		\$8.56 (\$8.10)	\$8.87	\$9.13
Electrician (Class 17(16))		\$11.11 (\$10.34)	\$11.57	\$11.98
Cost of Living Allowance:	\$1.73 float continues. 1¢ per 0.3 change in the Consumer Price Index - 1971 = 100. Adjusted and paid quarterly. (Basic formula is unchanged.)			
Shift Premium:	0-30¢-30¢ (0-25¢-25¢).			
Paid Holidays:	1 floating holiday in the Christmas period beginning in 1982 is added for a total of 12 days, to be replaced by Heritage Day if proclaimed.			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective June 1, 1982, \$13,500 (\$10,000) coverage. <u>Life Insurance for Retirees</u> - Effective June 1, 1982, \$6,750 (\$5,000). <u>Weekly Indemnity</u> - Effective as soon as possible following ratification, benefit increases to UIC maximum plus \$20 (\$10). Effective May 1, 1983 to UIC maximum plus \$30. Effective May 1, 1984, to UIC maximum plus \$40. <u>Supplementary Medical Insurance</u> - The difference between hospital rates for standard ward and semi-private accommodation is covered up to \$25 per day (previously plan paid 100%) plus \$3 per day towards the cost of a private room (unchanged).			
Pension Plan:	<u>Past Service Benefits</u> - Effective July 1, 1982, guaranteed minimum \$12 per month per year of service. Effective January 1, 1984, \$13. Effective January 1, 1983, freeze current benefits at \$17.70 per month for duration of contract. <u>Special Early Retirement Supplement</u> - Effective January 1, 1984, \$275 per month payable until 1st of month following 65th birthday for retiree at age 62 (60) with 30 (10) years' service.			

Tool Allowance (new): \$100 for maintenance employees over the life of the contract.

Webster Mfg. (London) Limited at London - Local 49, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8 1982 to May 7, 1985, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 2/82	May 8/83	May 8/84
COLA Fold-in		*\$1	*50¢	*50¢
General Increases		25¢	15¢	15¢
Class 2 (includes Machine Operator)		\$7.80 (\$6.55)	\$8.45	\$9.10
Class 9 (includes Master Tool, Die and Moldmaker)		\$11.33 (\$10.08)	\$11.98	\$12.63

* Previous contract generated \$1.79 COLA

Cost of Living Allowance: 1¢ for each 0.4 increase in the Consumer Price Index - 1971 = 100, using March, 1982 as the base index month. Adjusted monthly. (Basic formula is unchanged).

Bereavement Leave: 2 (1) days' paid leave to attend a memorial service or mass for an immediate family member whose death occurred outside the country.

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 (\$7,000) coverage. Effective May 8, 1983, \$9,000. Effective May 8, 1984, \$10,000.

Dental Plan - Payments are based on the 1982 (1979) Ontario Dental Association fee schedule.

Safety Prescription Glasses Allowance: \$25 (\$15) upon proof of purchase.

Safety Shoe Allowance: Maximum of \$60 (\$40) per year for 3 designated categories. Remains at \$40 per year for all others.

Tool Allowance: \$20 (\$15) per month.

MACHINERY

Black Clawson-Kennedy Ltd. at Owen Sound - Local 2469, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 6, 1982 to February 5, 1984, covering 225 employees*, settled with mediation assistance. Duration of negotiations - 5 months.

*Includes 18 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 6/82</u>	<u>Aug. 1/82</u>
	General Increases	80¢	10¢
	Job Class Increment		15.5¢ (13.5¢)
	Job Class 2 (includes Labourer General)	\$7.95 (\$7.15)	\$8.07
	Job Class 16 (includes Electrician)	\$9.84 (\$9.04)	\$10.24
	Effective	<u>Feb. 6/83</u>	<u>Aug. 1/83</u>
	General Increases	80¢	10¢
	Job Class Increment		17.5¢
	Job Class 2 (includes Labourer General)	\$8.87	\$8.99
	Job Class 16 (includes Electrician)	\$11.04	\$11.44
Shift Premium:	Effective May 23, 1982, 0-35¢-45¢ (0-30¢-40¢). Effective February 6, 1983, 0-40¢-50¢.		
Paid Holidays:	Effective in 1983, Christmas Eve is added for a total of 12 days.		
Bereavement Leave:	Grandparents are added for 1 day's paid leave.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective June 1, 1982, \$9,000 (\$8,000) coverage.		
	<u>Weekly Indemnity</u> - Day surgery added to the first day of hospitalization (new).		
Pension Plan:	Effective January 1, 1982, employer contributes 25¢ per hour worked, to the union who is responsible for drafting a new plan. Effective January 1, 1983, 30¢. (Previous plan provided benefit of \$7 per month per year of credited service.)		
Safety Shoe Allowance:	Effective June 1, 1982 \$40 (\$30) per year upon proof of purchase. Effective June 1, 1983, \$50.		

TRANSPORTATION EQUIPMENT

Motor Wheel Corporation of Canada Limited at Chatham - Local 127, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8, 1982 to May 8, 1985, covering 462 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

*Includes 65 employees currently on lay-off status.

Wages:	Effective	May 8/82	May 8/83	May 8/84
General Increases		10¢	15¢	20¢
COLA Fold-in		\$2		
Skilled Trades Adjustment		10¢ for Machine Repair, Industrial Truck Mechanic and Tool Room Grinder		
Additional Adjustments		Some classifica-tions combined		
Material Handler		\$10.68 (\$8.58)	\$10.83	\$11.03
Electrician		\$13.18 (\$11.08)	\$13.33	\$13.53

Employees who have not completed the probationary period of 45 working days, receive 75% of the base rate (previously hired at 10¢ per hour less than specified rates).

Cost of Living Allowance: 1¢ per 0.3 change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage. Effective May 8, 1983, \$14,000. Effective May 8, 1984, \$15,000.

A.D. & D. - \$10,000 (\$8,000) coverage.

Long Term Disability - Effective May 8, 1983, \$650 (\$550) maximum per month.

Vision Care - Maximum claim for eyeglasses is \$70 (\$60) per family member every 2 years.

Dental Plan - Effective May 8, 1983, payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective May 8, 1983, \$11. Effective May 8, 1984, \$12.50.

Current Retirees - Benefits increase \$1 per month per year of service.

Supplemental Unemployment Benefit Plan: Employer contributes 7¢ (5¢) per hour per employee. Effective May 8, 1983, 8¢. Effective May 8, 1984, 10¢. Maximum funding \$550 (\$450) per employee.

ELECTRICAL PRODUCTS

Philips Electronics Ltd., Strathroy Furniture Division at Strathroy - Christian Labour Assn. (Ind.): A 12-month renewal agreement effective from April 4, 1982 to March 31, 1983, covering 250 employees*, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes 118 employees currently on lay-off status.

Wages:	Effective	<u>May 1/82</u>
	Lieu Payment Fold-in	30¢**
	Group 4 (includes Assembler-Simple)	\$5.36 (\$5.06)
	Group 9 (includes Licensed Electrician)	\$7.66 (\$7.36)

** Previous contract paid 40¢ per hour worked in lieu of cost of living clause. 30¢ per hour of this payment is folded into wages May 1, 1982 and 10¢ per hour remains.

Conditional Wage Adjustment: If during the term of this agreement full employment levels exceed 200 bargaining unit employees, the parties shall meet to negotiate a wage increase, which increase may be retroactive to the date employment levels reached 200 bargaining unit employees.

Shift Premium: Effective May 18, 1982, 10% per hour for employee on a permanent third shift (new).

Rotating Shift Premium (new): Effective May 18, 1982, 0-5%-10%.

Paid Vacation: 4 weeks after 14 (15) years' service, 5 weeks after 24 (25) years. Effective in 1983, 4 weeks after 13 years, 5 weeks after 23 years. Effective in 1984, 4 weeks after 12 years, 5 weeks after 22 years. Effective in 1985, 4 weeks after 11 years, 5 weeks after 21 years. Effective in 1986, 4 weeks after 10 years, 5 weeks after 20 years.

NON-METALLIC MINERAL PRODUCTS

Carborundum Canada Inc., formerly Canadian Carborundum Company Limited, at Niagara Falls - Local 4151, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 26, 1982 to April 25, 1984, covering 251 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

*Includes 78 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 26/82</u>	<u>Oct. 25/82</u>
	General Increases	60¢	23¢
	Job Class Increment	11.5¢ (10.5¢)	12¢

	<u>Apr. 26/82</u>	<u>Oct. 25/82</u>
Job Class 2 (Labour Assigned- Bonded)	\$8.25 (\$7.64)	\$8.485
Job Class 20 (Instrument Man)	\$10.32 (\$9.53)	\$10.645
Effective	<u>Apr. 25/83</u>	<u>Oct. 24/83</u>
General Increases	60¢	20¢
Job Class Increment	12.5¢	13¢
Job Class 2 (Labour Assigned- Bonded)	\$9.09	\$9.295
Job Class 20 (Instrument Man)	\$11.34	\$11.635

Shift Premium: 0-27¢-29¢ (0-26¢-28¢). Effective October 25, 1982, 0-28¢-30¢.
Effective April 25, 1983, 0-29¢-31¢. Effective October 24, 1983,
0-30¢-32¢.

Sunday Premium: 35¢ (25¢) per hour. Effective October 25, 1982, 40¢. Effective
April 25, 1983, 45¢. Effective October 24, 1983, 50¢.

Call-in-Pay: \$5 (\$2) per call.

Bereavement
Leave: 1 day's paid leave to attend the funeral of grandparents and
grandchildren.

Health and
Welfare: Weekly Indemnity - Benefits increase to \$180 (\$170) per week.
Effective October 25, 1982, \$195. Effective April 25, 1983,
\$210.

Vision Care - Effective May 20, 1982, maximum claim for
eyeglasses is \$80 (\$40) every two years.

Dental Plan - Effective May 1, 1982, payments are based on the
1981 (1980) Ontario Dental Association fee schedule. Effective
January 1, 1983, the 1982 ODA fee schedule. Effective October
24, 1983, Blue Cross Plan #6 (7) or its equivalent, with Rider #3
(2) is implemented on a 50%/50% co-insurance basis (unchanged).

MINES

Cliffs of Canada Limited (Adams Mine at Kirkland Lake and Sherman Mine at Temagami) -
Locals 6409 and 6986, United Steelworkers (AFL-CIO/CLC)
(production and maintenance units at both mines and office,
clerical and technical unit at Adams Mine): Three 36-month
renewal agreements effective from March 1, 1982 to March 1, 1985,
covering 788 employees, settled at the bargaining stage.
Duration of negotiations - 3 months.

Wages:

Effective	<u>Mar. 1/82</u>	<u>Mar. 1/83</u>	<u>Mar. 1/84</u>
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General Increases:

Hourly Schedule	90¢ per hour	15¢ per hour	15¢ per hour
Salary Schedule	\$36 per week	\$6 per week	\$6 per week

COLA Fold-ins:

Hourly Schedule	\$2.36 per hour
Salary Schedule	\$94.40 per week

COLA Advances:

Hourly Schedule	50¢ per hour	25¢ per hour	25¢ per hour
Salary Schedule	\$20 per week	\$10 per week	\$10 per week

Job Class

Increments:

Hourly Schedule	14.5¢ (12.5¢)	16.5¢	18.5¢
Salary Schedule	\$12.40 (\$10.80)	\$14.00	\$15.60

Skilled Trades Adjustment (Adams Mine)	Automotive Mechanic and Maintenance Mechanic upgraded to Job Class 17 (16)
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Classification Adjustments (Sherman Mines)	Some new classifications
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Job Class 2 (includes Labourer)	\$12.06 (\$8.280)	\$12.48	\$12.90
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Job Class 18 (includes Industrial Electrician)	\$14.38 (\$10.280)	\$15.12	\$15.86
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Salary Rates

Job Class 2 (includes Clerk Typist)	\$495.16 (\$341.56)	\$514.36	\$533.56
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Job Class 11 (includes Assistant Mining Engineer)	\$606.76 (\$438.76)	\$640.36	\$673.96
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Cost of Living Allowance:

1¢ per 0.3 (0.26) point increase in the Consumer Price Index - 1971 = 100, using March 1982 as the base index month. Adjusted quarterly and folded-in annually. COLA advances are recovered by deductions of 17¢, 17¢ and 16¢ in the first year and of 6¢, 6¢, 6¢ and 7¢ in each of the second and third years.

The following benefits are effective May 1, 1982 unless otherwise noted:

Shift Premium:	0-25¢-30¢ (0-20¢-25¢).
Sunday Premium:	90¢ (85¢) per hour. Effective March 1, 1983, 95¢. Effective March 1, 1984, \$1.00.
Paid Vacation:	4 weeks after 9 (10) years' service and 5 weeks after 14 (15) years.
Paid Leave for Medical Treatment (new):	Maximum 4 hours' pay at regular rate for time lost during working hours in obtaining therapy or treatment related to an on-the-job compensable injury, provided employee reports to and performs work as scheduled for balance of the day.
Bereavement Leave:	Employee receives pay for the balance of a shift which was not completed due to the death of a member of the immediate family (new).
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$12,000) coverage. <u>Dependent Life Insurance</u> - \$1,500 (\$750) coverage. <u>Weekly Indemnity</u> - Benefits increase to \$276-\$327 (\$201-\$246) per week, depending on job class. <u>Prescription Drugs</u> - Effective January 1, 1983, plan pays 100% (90%) of the cost. <u>Long Term Disability</u> - Benefit increases to \$750 (\$500) per month for future recipients and up to \$500 (\$250) for all current recipients. <u>Dental Plan</u> - London Life Option III - Restoration coverage added. Payments are based on the current Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$17 (\$12) per month per year of service. <u>Past Service Benefit</u> - Benefits increase by 1/2% for each month of retirement prior to March 1, 1982 to a maximum of a \$50 per month increase. <u>Surviving Spouse Benefit</u> - Pre-retirement minimum benefit increases to \$100 (\$60) per month. Employee may elect a 50% post retirement surviving spouse benefit at retirement resulting in a 10% reduction in actual monthly pension. A further 1/2% reduction in employee's pension is made for each year difference in age over 5 years between he and his spouse (new).
Safety Apparel Allowance:	Effective January 1, 1983, \$65 (\$45) per year.
Tool Allowance (Sherman Mine only):	Payment is based on 15% (12 1/2%) of the value of the required set of tools.

TRANSPORTATION

Canadian National Railway Company, system-wide - Locomotive Engineers (Ind.) (3,005 locomotive engineers and firemen/helpers and hostlers): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
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COLA Fold-in	81.3¢	
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General Increases	12%	9%
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Yard and Transfer Service
Daily Rates

Locomotive Engineer	\$107.33 (\$89.33)	\$116.99
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Fireman/helper	\$75.66 (\$61.05)	\$82.47
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Cost of Living: 1¢ for each 0.3 point increase in the Consumer Price
Allowance: Index - 1971=100, using the average index for 1982 as the base. Triggered after an increase of 10% in the average index for 1982 and 17.7% for 1983. COLA will be paid in a lump sum at the end of each year and total COLA will be folded into the base rate at the end of the contract. (Previous formula similar. The 1981 lump sum payment was approximately \$1,700 and was paid the week of March 22, 1982).

Hours of Work: 8 per day.

Rest Periods: Engineer working with reduced train crews may book rest after 10 (11) hours on duty.

Shift Premium: Effective June 1, 1982, 0-25¢-30¢ (0-20¢-25¢).

Differentials: \$1.92 (\$1.71) including COLA for each additional unit over 1, for engineers using extra units in yard service. Effective January 1, 1983, \$2.09.

\$3.18 (\$2.84) per 100 miles for in way freight service. Effective January 1, 1983, \$3.47.

\$8.85 (\$7.90) per day in excess of way freight service for road switcher. Effective January 1, 1983, \$9.65.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (21) years' service. Effective January 1, 1983, 4 weeks after 10 (11) years. Also, 2 weeks after 1 year and 3 weeks after 4 years (unchanged).

Health and Welfare: Life Insurance - Effective June 1, 1982, \$13,000 (\$10,000) for active employees.

Life Insurance for Retirees - \$3,500 (\$3,368) paid by employer, if 10 years service and 60 years of age.

Accidental Death (new) - \$26,000 double indemnity introduced on a 24-hour basis.

Weekly Indemnity - \$265 maximum (previously 66 2/3% of earnings up to the UIC maximum of \$210 in 1981). Effective January 1, 1983, \$300. A claimant in receipt of UIC benefits will have such benefits supplemented to equal his weekly indemnity.

Dental Plan - Effective June 1, 1982, \$750 (\$600) expense claim per employee and dependant per year. Annual deductible of \$35 per family.

Major Medical - Effective January 1, 1983, existing Drug Plan will be abolished and Extended Health Care Plan including drugs will be established.

Pension Plan: Effective in 1982, for pre-1974 pensioners or their survivors and effective in 1983, for pre-1975 pensioners or their survivors, improved pensions from additional employer contributions equal to 2/10 of 1% of gross payroll.

Employee who opted for pension buy back in 1979 is permitted to buy back all their remaining years of pensionable service.

Meal Allowance: \$8 (\$5) if employee books rest on the road and \$8 (new) per day plus accommodation (unchanged) when employee is forced to take a job at an outpost station.

Mileage Allowance: Effective June 1, 1982, 28¢ (24¢) per mile. Effective January 1, 1983, 31¢ per mile or 19.26¢ per kilometre.

Training Allowance: \$16.73 (\$14.94) per trip. Effective January 1, 1983, \$18.24.

Canadian Pacific Limited, system-wide - Locomotive Engineers (Ind.) (1,910 locomotive engineers and fireman/helpers and hostlers): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled at the bargaining stage. Duration of negotiations - 8 months.

The details of this agreement are the same as reported for Canadian National Railway Company on page 260 of this issue.

COMMUNICATION

CN/CP Telecommunications - Communications and Allied Workers (CCU)* (2,450 employees): A 24-month first agreement effective from January 1, 1982 to December 31, 1983, covering 971 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

* The Canadian Association of Communications and Allied Workers displaced the Canadian Telecommunications Union, a division of the United Telegraph Workers, at Canadian Pacific before CP and CN merged.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	COLA Fold-in	\$32.52 per week	
	Increases:		
	Non-Technical	11.5%	9%
	Technical	12%	9%
	<u>Weekly Rates</u>		
	<u>Non-Technical</u>		
	Check Clerk (Grade A)	\$292.12-\$308.75 (\$229.47-\$244.39)	\$318.41-\$336.54
	Printer Traffic Chief (Grade X)	\$417.95-\$449.02 (\$342.32-\$370.19)	\$455.56-\$489.43
	<u>Technical</u>		
	Grade 1	\$386.75-\$447.28 (\$312.79-\$366.84)	\$421.45-\$487.54
	Grade 7	\$468.09-\$549.25 (\$385.42-\$457.88)	\$510.22-\$598.68
	Previous rates are from Canadian Pacific (Telecommunications Department).		
Cost of Living Allowance:	Same formula as reported for Canadian National Railway Company and the Locomotive Engineers on page 260 of this issue.		
Hours of Work:	40 per week (unchanged).		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	5 weeks after 20 (21) years' service. Effective January 1, 1983, 4 weeks after 10 (11) years. Also, 2 weeks after 1 year and 3 weeks after 4 years (unchanged).		
Bereavement Leave:	Qualification period is 3(6) months' service.		
Health and Welfare:	Same as reported for Locomotive Engineers on page 260 of this issue (previously same plan as non-operating employees) except that benefits are effective June 1, 1982 and A.D. & D. is added August 1, 1982 (new) providing \$13,000 coverage.		
Mileage Allowance:	Effective June 1, 1982, 28¢ (24¢) per mile. Effective January 1, 1983, 31¢ per mile.		
	<u>Regional Skill - Wage Step 10 or Greater - Effective June 1, 1982</u>		
	Quebec, Ontario, New Brunswick, Nova Scotia and P.E.I.	.05¢ per hour	
	Manitoba, Saskatchewan	.10¢ per hour	
	Alberta, British Columbia	.25¢ per hour	
	Payment ceases December 31, 1983.		

Meal Allowance: A per diem allowance of \$18.60 plus \$2.50 if away 2 or more days when assigned to duties outside a 10 mile radius of reporting centre. Allowance is revised each year of agreement (reasonable expenses).

WHOLESALE TRADE

Drug Trading Company Limited at Scarborough and Toronto and Druggists Corporation Ltd. at Toronto - Local 11, Energy and Chemical Workers (CLC):
Two 24-month renewal agreements effective from April 15, 1982 to April 14, 1984, covering 387 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Apr. 15/82</u>	<u>Apr. 15/83</u>
	General Increases	12%	10%
	Additional Adjustments	Some classification adjustments	

Toronto Office Weekly Rates

Group 2 (includes Clerk Typist "B")	\$218.52-\$231.50 (\$195.11-\$206.70)	\$240.38-\$254.65
Group 9 (Senior Clerk "A")	\$312.18-\$325.16 (\$278.73-\$290.32)	\$343.40-\$357.67

Probationary period is 30 work days. Maximum rates are reached after two 6-month increases.

Paid Vacation: Effective in 1983, 4 weeks after 13 (15) years' service.

Safety Boot Allowance: Maximum \$35 (\$25) per year.

EDUCATION AND RELATED SERVICES

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (675 office and clerical employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	<u>Annual Rates</u>	
	Clerk, Grade 3 (35-hour week)	\$13,557-\$16,070 (\$12,051-\$14,284)
	Senior Draftsman (35-hour week)	\$23,140-\$26,630 (\$20,569-\$23,671)

Hours of Work: 35 or 40 per week, depending on classification (unchanged).

Shift Premium: Effective June 1, 1982, 0-39¢-39¢ (0-35¢-35¢).

Paid Holidays: 11 days per year including Remembrance Day* (unchanged); plus July 2, 1982 which will be considered a non-operating day with pay. Employees who work on this day are paid at regular straight time and granted equivalent paid time off at a later date. (Previously, June 30, 1980 and January 2, 1982 were non-operating days.)

*If Remembrance Day falls on Saturday or Sunday, it will not be moved to an alternate day.

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged).

Health and Welfare: Extended Health Care - Maximum claim for eyeglasses is \$70 (\$60) every 2 years.

Dental Plan (new) - Effective June 1, 1982, plan provides coverage for basic, preventative services using the 1980 Ontario Dental Association fee schedule. Employer pays 75% of premium costs.

University of Western Ontario, Physical Plant Department at London - Local 2361, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from May 1, 1982 to April 30, 1983, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/82</u>
	General Increase	9%
	Additional Adjustments	10¢ for Caretaker; 35¢ for Carpenter, Painter and Locksmith; 15¢ for all other skilled trades, and for service worker and grounds personnel
	Service Worker I	\$6.37 (\$5.71)
	Caretaker Intermediate I	\$8.35 (\$7.57)
	Electrician	\$12.88 (\$11.68)

Overtime Pay: Time and one-half for all hours worked on a Saturday (new).
 Paid Vacation: 5 weeks after 20 (21) years' service.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 223 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/82</u>
	Special Adjustment	\$375 for Codes I and II prior to increase
	Additional Adjustment	5 (6) pay levels for Code I
	General Increase	12.5%
	Clerical Code I	\$13,283-\$16,064 (\$10,879-\$13,904)
	Librarian Code L4	\$29,127-\$35,380 (\$25,891-\$31,449)

Probationary period is 65 working days. Maximum rates are reached after four 12-month increases. (Previously, after two 6-month and three 12-month increases for Clerical Code I).

Health and Welfare: Long Term Disability - Effective May 10, 1982, maximum benefit increases to \$2,250 (\$2,000) per month.

Part-time Employee: Effective May 20, 1982, 28¢ (25¢) per hour in lieu of sick pay.

Paid Leave for Union Resident: 1 day per month to attend to union business, in addition to time spent on the regular Labour Management meetings, to be granted on a trial basis (new).

HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, The Salvation Army Grace Hospital, and the Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC): Five 24-month renewal agreements effective from April 1, 1982 to March 31, 1984, covering 1,092 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Oct. 1/82</u>	<u>Apr. 1/83</u>
	Increases	70¢ for Salvation Army Grace Hospital employees; 65¢ for all others	25¢	75¢

	<u>Apr. 1/82</u>	<u>Oct. 1/82</u>	<u>Apr. 1/83</u>
Additional Adjustments*	\$10 per month on end rate, prior to increase for Cook and Assistant Cook; some reclassifications		
<u>Windsor Western Hospital (I.O.D.E. Unit)</u>			
Housekeeping Maid	\$7.653-\$7.930 (\$7.003-\$7.280)	\$7.903-\$8.180	\$8.653-\$8.930
Orderly	\$8.447-\$8.896 (\$7.797-\$8.246)	\$8.697-\$9.146	\$9.447-\$9.896
Carpenter-Painter (Maintenance Man)	\$8.841-\$9.376 (\$8.191-\$8.726)	\$9.091-\$9.626	\$9.841-\$10.376

Probationary period is 60 calendar days. Maximum rates are reached after two 6-month increases.

* This issue was settled locally at Windsor Western Hospital (I.O.D.E. Unit) only.

Shift Premium:	0-\$2.15-\$2.15 per shift. Effective April 1, 1983, 0-\$2.25-\$2.25. (Previously, 0-\$1.95-\$1.95 for Salvation Army Grace Hospital, and 0-\$2.05-\$2.05 for all others).
Bereavement Leave:	Requirement for attendance at funeral or arrangements for same is deleted from the 3 days' paid leave for immediate family provision. (Unchanged for Windsor Western Hospital (Riverview Unit) and Metropolitan General Hospital. New for all others.)
Pregnancy Leave:	Effective May 3, 1982, employee benefits to be paid for by the employer for the month when the leave commences and the month following. (Previously, for the first 4 weeks at Salvation Army Grace and St. Joseph Hospitals. New for all others.)
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective first billing date following May 3, 1982, employer pays 100% of premium costs. <u>Dental Plan</u> - Effective first billing date following May 3, 1982, payments are based on the current Ontario Dental Association fee schedule. (Previously, the 1978 ODA fee schedule for Salvation Army Grace, the 1981 ODA schedule for St. Joseph Religious Hospitallers of Hotel Dieu, and unchanged for all others.) Effective the first billing period after April 1, 1983, Blue Cross Plan # 9 or equivalent to be implemented. (Previously, Commercial Assurance basic plan for Windsor Western Hospital (Riverview and I.O.D.E. units), and Blue Cross basic plan # 7 or equivalent, for all others).

Continuation of Applicable Insurance Coverage While on Injury or Sick Leave - Effective May 3, 1982, employer continues to pay premiums for the first 3 months. (Previously, payable for the first 4 weeks at Windsor Western (I.O.D.E. Unit), and Salvation Army Grace hospitals. Unchanged for all others.)

Clothing Allowance:

Effective within two months of ratification, \$5 per month for full-time employee and \$2.50 per month for part-time until a uniform is made available, in the event that uniforms are not available for purchase by the employee at the hospital cost price. (Previously, \$5 monthly at Salvation Army Grace Hospital if uniform was not provided by employer. New for all others.)

All other issues were settled locally.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office Employees (AFL-CIO/CLC): A 25-month renewal agreement effective from July 1, 1982 to July 31, 1984, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	Average	12%	10%
	Increases		
	Range AC3 (includes Clerk Typist)	\$12,620*-\$18,220 (\$9,870-\$16,270)	\$13,880-\$20,040
	Range AC8 (includes Purchasing Agent)	\$27,390-\$30,930 (\$24,455-\$27,615)	\$30,130-\$34,375

*First 10 steps in range eliminated.

Previous rates reflect increases of 1.3% and 3.1% on August 1, 1981 and March 1, 1982.

Probationary period is 90 working days. Maximum rates are reached on merit.

Shift Premium: 0-\$2.75-\$3.35 (0-\$2.40-\$3.05). Effective July 1, 1983, 0-\$3.05-\$3.70.

Saturday Shift Premium: \$3.60 (\$3.20) per shift. Effective July 1, 1983, \$4.00.

Sunday Shift Premium: \$9 (\$8) per shift. Effective July 1, 1983, \$10.

Acting Pay: Qualifying period 2 (3) weeks.

Call-Out Pay: Minimum 3 (2 1/2) hours at time and one-half.

Paid Vacation: Effective April 1, 1982, 16 days after 7 (8) years' service, 17 days after 8 (9) years, 18 days after 9 (10) years, 19 days after 10 (11) years, 20 days after 11 (12) years, 22 days after 17 (18) years, 23 days after 20 (21) years, 24 days after 23 (24) years, 25 days after 25 (27) years, 26 days after 26 (29) years, 27 days after 28 (31) years, 28 days (new) after 30 years, 29 days (new) after 32 years and 30 days (new) after 34 years.

Effective April 1, 1983, 16 days after 6 years, 17 days after 7 years, 18 days after 8 years, 19 days after 9 years and 20 days after 10 years.

Health and Welfare: Life Insurance - Employer pays 85% (75%) of premium costs. Effective July 1, 1983, 100%.

OHIP, Extended Health Care and Semi-Private Hospitalization Plan - Employer pays \$23 (\$22) per month single coverage and \$46 (\$44) per month for family coverage. Effective June 30, 1983, employer pays the equivalent of 100% of the applicable OHIP premium.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Air Traffic Controllers (Ind.) (2,170 employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, settled at the conciliation board stage. Duration of negotiations - 20 months.

Wages:	Effective	<u>Jan. 5/81</u>	<u>June 29/81</u>
	General Increases	8%	4% non-compounded

Annual Rates

A1-1	\$18,170-\$29,372 (\$16,824-\$27,196)	\$18,843-\$30,460
A1-4	\$28,624-\$39,826 (\$26,504-\$36,876)	\$29,684-\$41,301
A1-7	\$32,358-\$43,560 (\$29,961-\$40,333)	\$33,556-\$45,173

Effective	<u>Jan. 4/82</u>
General Increase	10%

Annual Rates

A1-1	\$20,727-\$33,506
A1-4	\$32,652-\$45,431
A1-7	\$36,912-\$49,690

Hours of Work: 37 1/2 per week for Non-Operating and 34 for Operating employees (unchanged).

Shift Premium: 0-\$2.50-\$2.50 (0-\$1.75-\$2.25) per shift.

Operational Facility Premium: On an annual basis, \$200 smallest control tower and \$2,000 largest (new).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (25) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance (CLC)

(1,400 fire fighters, supervisory and non-supervisory): An 8-month renewal agreement effective from May 27, 1982 to January 3, 1983, with wages retroactive to January 4, 1982, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 4/82	July 1/82
	General Increases	10%	6%
	<u>Annual Rates</u>		
	FR-1	\$21,991-\$24,064 (\$19,992-\$21,876)	\$23,310-\$25,508
	FR-3	\$27,160* (\$21,822-\$24,691)	\$28,790*
	FR-6	\$33,275* (\$25,735-\$30,250)	\$35,272*

*The first four steps in the FR-3 to FR-6 level are deleted and only the maximum rate remains.

Hours of Work: 42 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (25) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Sick Leave: A statement signed by employee shall be considered as meeting the requirement of employer for granting sick leave, if the period does not exceed 5 (3) days or 3 (2) shifts; if in current fiscal year the employee has not been granted more than 10 (7) days or 7 (5) shifts.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (5,550

administrative services category employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/82	June 1/82
	General Increases	8.5% plus \$3.75 per week	2.5%

	<u>Jan. 1/82</u>	<u>June 1/82</u>
Additional Adjustment		2% of rates in effect December 31, 1981 for Welfare Field Worker I and II

Weekly Rates

Travel Counsellor 2	\$309.48-\$350.32 (\$281.78-\$319.42)	\$317.22-\$359.08
Tax Auditor 2	\$428.25-\$506.54 (\$391.24-\$463.40)	\$438.96-\$519.20
Technical Consultant 2	\$731.19-\$901.08 (\$670.45-\$827.03)	\$749.47-\$923.61

Hours of Work: 36 1/4 per week for most classifications (unchanged).

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (5,945 institutional care category employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
	General Increases	9.5%	1.25% plus 21¢ per hour

Weekly Rates

Child Care Assistant 1	\$236.29 (\$215.79)	\$247.64
Child Care Worker 1	\$327.53-\$347.61 (\$299.11-\$317.45)	\$340.02-\$360.36
Psychiatric Nursing Assistant 2 (similar to RNA)	\$334.00-\$352.40 (\$305.20-\$322.00)	\$346.40-\$365.20
Child Care Worker 4	\$418.49-\$484.87 (\$382.18-\$442.80)	\$431.33-\$498.54
Ambulance Officer 4	\$411.20-\$437.20 (\$375.60-\$399.20)	\$424.80-\$451.20

Hours of Work: 36 1/4 per week or 40 per week (unchanged).

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (6,940 office service category employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>June 1/82</u>
	General Increases	8% plus \$5.25 per week	2.6%
	Additional Adjustments	\$2 per week for Operators 1 and 2 of Telephone and Central Switchboard	
	<u>Weekly Rates</u>		
	Operator 1 Telephone Switchboard	\$245.81-\$275.53 (\$220.89-\$248.41)	\$252.20-\$282.69
	Data Processing Technician 1	\$265.66-\$290.12 (\$241.12-\$263.77)	\$272.57-\$297.66
	Supreme Court Reporter 1	\$511.18-\$602.04 (\$468.45-\$552.58)	\$524.47-\$617.69
	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>
	General Increases	9%	\$7 per week
	<u>Weekly Rates</u>		
	Operator 1 Telephone Switchboard	\$274.90-\$308.13	\$281.90-\$315.13
	Data Processing Technician 1	\$297.10-\$324.45	\$304.10-\$331.45
	Supreme Court Reporter 1	\$571.67-\$673.28	\$578.67-\$680.28
Hours of Work:	36 1/4 per week for above classifications; hours for other classifications vary (unchanged).		

LOCAL ADMINISTRATION

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC) (1,265 employees):
A 12-month renewal agreement effective from January 1, 1982 to
December 31, 1982, settled at the bargaining stage. Duration of
negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Apr. 17/82</u>
	General Increases	10.2% approx.	4.7% approx.
	<u>Annual Rates</u>		
	Fire Fighter 4th Class (after 6 months)	\$22,050 (\$20,007)	\$23,080

	<u>Jan. 1/82</u>	<u>Apr. 17/82</u>
Fire Fighter 1st Class	\$29,400 (\$26,676)	\$30,773
Fire Platoon Chief	\$45,570 (\$41,348)	\$47,698
Hours of Work:	42 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	3 weeks after 1 (2) year's service. Also, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).	
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1982, \$50,000 (\$40,000) coverage. <u>Long Term Disability (new)</u> - Effective October 1, 1982, 75% of regular salary to a maximum of \$2,000 per month. Benefit payments begin 1 year from commencement of disability. 100% employer paid. <u>Dental Plan</u> - Add \$1,000 lifetime coverage at 50% co-insurance for orthodontia services.	

CONSTRUCTION

National Capital Road Builders Association - Local 793, International Operating Engineers (AFL-CIO/CLC), Local 527, Labourers (AFL-CIO/CLC) and Local 91, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

	<u>Effective</u>	<u>May 1/82</u>	<u>Aug. 15/82</u>	<u>May 1/83</u>
Wages:				
Increases		60¢ for Labourers; 65¢ for all others	32¢ for Labourers; 37¢ for all others	97¢ for Labourers; \$1.02 for all others
Labourer (Skilled)- Roadbuilding		\$10.55 (\$9.95)	\$10.87	\$11.84
Tandem Axle Truck Driver- Roadbuilding		\$10.65 (\$10.00)	\$11.02	\$12.04
Shovel Operator- Roadbuilding		\$11.00 (\$10.35)	\$11.37	\$12.39
Shift Premium:	67¢ per hour on the second and third shift for Roadbuilding and Sewer and Watermain work. (Previously, 60¢ for Labourers and 50¢ for Operating Engineers and Teamsters.) Effective May 1, 1983, 74¢.			

Compressed Air Premium (Labourers):	Effective	May 1/82	May 1/83
	1 to 14 pounds pressure	\$12 (\$7)	\$14
	15 to 20 pounds pressure	\$16 (\$8)	\$18
	21 pounds (new)	\$20	\$22
	For each pound over 21 pounds, in addition to the 21 pounds rate	\$1 (70¢)	
Welfare Fund (Labourers):	Effective August 15, 1982, employer contributes 34¢ (29¢) per hour worked.		
Administration Fund (Labourers):	Employer contributes 15¢ (10¢) per hour worked.		
Training Fund (Labourers) (new):	Effective May 1, 1983, employer contributes 5¢ per hour worked.		
Living Out Allowance:	0-3 km. outside territorial jurisdiction - \$20 per day 30-60 km. outside territorial jurisdiction - \$24 per day 60 km. or more outside territorial jurisdiction - \$28 per day (Previously, \$18 per day.)		
Travel Time Allowance (new):	\$11 per day for work up to 60 kilometers outside the territorial jurisdiction.		

The Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CLC) (Transmission Systems Construction in the Electrical Power Systems Sector): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 8/82	May 1/83
	Package Increases	\$2	\$2
	<u>Toronto Area</u>		
	Utilityman	\$8.47 (\$7.68)	\$9.27
	Electrician	\$16.94 (\$15.35)*	\$18.53

*Base rate

Subforeman Premium:	75¢ (50¢) or the differential paid in the locality by employers under agreement with other local unions affiliated with the IBEW for construction work of a related nature, whichever is greater.
Holiday Pay:	6% (4%).
Vacation Pay;	4% (6%).
Mileage Allowance:	19¢ (18¢) per kilometer.

Subsistence Allowance:	\$34 per day worked or reported for in the Northern Region and \$31 in the Southern Region for an employee whose regular residence is more than 97 radius kilometers from the work location. (Previously, \$28 per day in both regions.) Effective May 1, 1983, \$38 and \$35, respectively.
Daily Travel Allowance:	\$9 (\$7) if employee lives within 16-40 radius km. of work site; \$11 (9) if employee lives within 40-56 radius km. of work site; \$14 (\$12) if employee lives within 56-80 radius km. of work site; \$17 (\$14) if employee lives within 80-97 radius km. of work site; \$17 (\$14) if employee lives greater than 97 radius km. from work site and does not qualify for subsistence allowance.
Transportation Allowance:	\$20 (\$16) for the initial trip to the job site for tradesmen on recruitment who live between 97-161 radius km. from the work location. Employer pays 19¢ (15¢) per radius km., plus travel time on recruitment of tradesmen who live beyond 161 radius km. from the work location.

Residential Sheet Metal Contractors Organization in the Toronto area - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 1/82	May 1/83
General Increases		\$1.37	\$1.37
Journeyman Sheet Metal Worker (warm air home heating)		\$13.74 (\$12.37)	\$15.11
Journeyman Sheet Metal Worker (other)		\$15.15 (\$13.78)	\$16.52
Vacation Pay:	10% (unchanged).		
Mileage Allowance:	21¢ (17¢) per kilometre plus 3¢ per kilometre per employee passerger.		

ADDENDUM

July 1981 Settlement

EDUCATION AND RELATED SERVICES

Middlesex County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month extension agreement* effective from September 1, 1982 to August 31, 1983, covering 265 employees, was mutually agreed on between the parties in July, 1981.

*The original agreement reported on page 467 of the July 1981 Settlement Report was effective September 1, 1981 to August 31, 1982.

Wages:	Effective	Sept. 1/82
	Increase	Equivalent to the increase in the Consumer Price Index between May 1981 and 1982 less money diverted to increase Responsibility Allowances
Responsibility Allowances:	Director of Department	\$3,000 (\$2,900)
	Major Head	\$2,700 (\$2,600)
	Minor Head	\$1,850 (\$1,750)
	Assistant Head	\$1,450 (\$1,350)
	Resource Teacher/ Curriculum Assistant-	
	On Appointment	\$2,600 (\$2,300)
	After 1 year	\$3,000 (\$2,700)
	Consultant -	
	On Appointment	\$4,100 (\$3,800)
	After 1 year	\$4,600 (\$4,300)
	After 2 years	\$5,100 (\$4,800)

December 1981 Settlement

TRANSPORTATION EQUIPMENT

Blackstone Industrial Products Ltd. at Stratford - Local 1132, Auto Workers (AFL-CIO/CLC): A 39-month renewal agreement effective from December 14, 1981 to March 23, 1985, covering 400 employees, settled at the bargaining stage and ratified in December, 1981. Duration of negotiations - 1 1/2 months.

*Previous agreement scheduled to expire March 23, 1982, was terminated early.

Wages:	Effective	Dec. 14/81	Mar. 23/83	Sept. 23/83
	Increases	82¢-\$1.07	38¢-53¢	38¢-53¢
	Skilled Trades Adjustment	50¢		
	Group 2 (includes Janitor)	\$7.49-\$7.64 (\$6.67-\$6.82)	\$7.87-\$8.02	\$8.25-\$8.40
	Group 12 (Electrician-Electronic)	\$10.22-\$10.52 (\$8.65-\$8.95)	\$10.75-\$11.05	\$11.28-\$11.58

Effective	Mar. 23/84	Sept. 23/84
Increases	38¢-53¢	38¢-53¢
Group 2 (includes Janitor)	\$8.63-\$8.78	\$9.01-\$9.16
Group 12 (Electrician- Electronic)	\$11.81-\$12.11	\$12.34-\$12.64

Probationary period is 50 days actually worked. Maximum rate for Janitor is reached after three increases of 15 days each and for Electrician-Electronic after three increases of 30 days each.

Shift Premium: 0-23¢-23¢ (0-22¢-22¢). Effective in March, 1983, 0-24¢-24¢. Effective March 26, 1984, 0-25¢-25¢.

Acting Pay (new): Employee receives his own rate or the rate of the job whichever is greater, providing the transfer does not exceed 30 working days.

Holiday Pay: A regular employee transferred to a higher paid classification for a minimum of 5 working days immediately preceding a Statutory Holiday receives holiday pay at the rate of the higher classification.

Paid Holidays: 38 (36) over the life of the contract.

Paid Vacation: 4 (3) weeks at 8% (unchanged) after 15 years' service and 4 (3) weeks at 9% (unchanged) after 20 years.

Bereavement Leave: 1 day's paid leave to attend or make arrangements for the funeral of grandparents of spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandchildren (new).

Health and Welfare: Life Insurance and A.D. & D. - \$9,000 (\$8,000) coverage. Effective April 1, 1983, \$10,000. Effective April 1, 1984, \$11,000.

Weekly Indemnity - Benefit increases to 66 2/3% of UIC maximum (previously base income) or \$210 in 1981. Effective in 1982, \$233.35. Payable on a 1-1-1-8-26 (1-1-8-26) basis.

Extended Health/Major Medical (new) - Effective April 1, 1983, subject to a master policy, employer will pay 100% of premium costs for a plan with no deductible for employees who have completed probation.

Vision Care (new) - Effective April 1, 1983, subject to a master policy, employer will pay 100% of premium costs for a plan that provides a \$60 maximum benefit every two years for all employees who have completed probation and their dependents.

Dental Plan (new) - Effective April 1, 1982, subject to a master policy, employer will pay 100% of premium costs for a basic plan with deductibles of \$25 single and \$50 family. Payments to be based on the 1980 Ontario Dental Association fee schedule. Effective in April, 1983, the 1981 ODA fee schedule.

Pension Plan:	Basic Benefit - \$6.50 (\$5.50) per month per year of service. Effective April 1, 1983, \$7.50 per month. Effective April 1, 1984, \$8.50 per month.
Paid Education Leave (new):	Effective April 1, 1983, employer contributes 1¢ per hour for all compensated hours to a maximum of 40 per week.
Union Leave:	Maximum 60 (50) unpaid days per year, excluding time spent at negotiations and arbitration.

January 1982 Settlement

TRANSPORTATION

Kingsway Transport Ltd. and Kingsway Dalewood Ltd. at Toronto and other centres-
Locals 91, 141, 879, 880 and 938, Teamsters (Ind.): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 200 employees, settled at the bargaining stage and ratified in January, 1982. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases	\$1.25	\$1.00
	<u>Hourly Rates (Top rates after 60 days)</u>		
	Dockman	\$11.79 (\$10.54)	\$12.79
	Checker	\$11.88 (\$10.63)	\$12.88
	Driver	\$11.89 (\$10.64)	\$12.89

Previous rates reflect a 25¢ wage increase on January 1, 1982.

Mileage Rates - Drivers on highway operations: 27.04¢-27.44¢ (24.04¢-24.44¢) per mile, depending on number of axles.
Effective October 1, 1983, 29.04¢-29.44¢ per mile.

Casual, Part-time and Student Rate - \$1.50 per hour less than the appropriate regular hourly rate (previously \$8.50 per hour) for casual and part-time employees and \$8.50 per hour (unchanged) for students.

Cost of Living Allowance:	10¢ per hour worked and 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1971=100, above the September 1982 base in the first year and the September 1983 base in the second year. Triggers at 5%. Payable monthly as a lump sum. (Basic formula is unchanged.)
Driver's Over-time Premium:	\$6.43 (\$5.68) per hour. Effective October 1, 1983, \$6.93.

Health and Welfare: Employer Contribution - \$117 (\$102) per month per eligible employee.

Pension Plan: Employer Contribution - \$205 (\$185) per month per eligible employee.

February 1982 Settlement

FOOD AND BEVERAGE

Cadbury Schweppes Powell Inc., Cadbury Division at Whitby - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from February 14, 1982 to February 13, 1984, covering 360 employees, settled with mediation assistance and ratified in February, 1982. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 14/82</u>	<u>Feb. 14/83</u>
	General Increases	\$1.00	90¢
	Skilled Trades Adjustments	50¢	50¢
	Grade 4(5) (includes General Labour)	\$7.30 (\$6.30)	\$8.20
	Qualified Journeyman Electro-Mechanic	\$11.56 (\$10.06)	\$12.96

Overtime Pay: Time and one-half for all hours worked on Saturday (new).

Work on Paid Holidays: Double time (time and one-half) for all hours worked.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks (new) at 10% after 25 years.

Health and Welfare: Life Insurance and A.D. & D - Effective February 14, 1983, \$5,000 (\$1,000) coverage.

Long Term Disability - Effective February 14, 1983, employer pays 50% of premium costs for non-members of the pension plan (new). Benefit is 60% of annual salary to a maximum of \$1,000 per month (new). Benefit for pension plan members increases to a maximum of \$1,000 (\$650) per month or \$1,500 per month depending on earnings level and proof of insurability.

Dental Plan - Effective September 1, 1983, Blue Cross Dental Plan #9 (7) is implemented.

Safety Shoe Allowance: Effective February 14, 1983, \$40 (\$35) per year.

Tool Allowance: \$120 (\$100) per year for skilled tradesmen.

March 1982 Settlements

ELECTRICAL PRODUCTS

Leigh Instruments Limited (Industrial Products Division) at Waterloo - Local 1828, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1982 to January 31, 1985, covering 435 employees*, settled at the post conciliation bargaining stage and ratified in March, 1982. Duration of negotiations - 3 months.

*Includes 145 employees currently on lay-off status.

Wages:	Effective	Feb. 1/82	Feb. 1/83	Feb. 1/84
COLA Fold-in		\$1.45		
General Increases		20¢	30¢	40¢
Skilled Trades Adjustments		25¢	25¢	25¢
Job Group 3 (includes Assembler Grade 1)		\$6.93-\$7.13 (\$5.28-\$5.48)	\$7.23-\$7.43	\$7.63-\$7.83
Tool and Die Maker		\$11.13 (\$9.23)	\$11.68	\$12.33
Probationary period is 45 days worked. Maximum rate for Assembler Grade 1 is reached after 1 year.				
Cost of Living Allowance:	Effective May, 1982, 1¢ per 0.4 (0.45) point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Effective May, 1983, 1¢ per 0.37 point change in the CPI. Effective May, 1984, 1¢ per 0.34 point change.			
Shift Premium:	0-25¢-35¢ (0-23¢-32¢). Effective in 1983, 0-28¢-38¢. Effective in 1984, 0-30¢-40¢.			
Bereavement Leave:	3 (1) days' paid leave for grandparent and grandchild.			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Coverage increases to one times salary (previously \$10,000). <u>Weekly Indemnity</u> - Maximum benefit increases to \$250 (\$195) per week. Effective in 1983, \$260. Effective in 1984, \$270. <u>Extended Health Care</u> - \$500 (\$300) lifetime maximum per person for hearing aids. \$80 (\$60) per person per family every two years for eyeglasses. Effective in 1983, \$100. <u>Long Term Disability</u> - Monthly benefit increases to 66 2/3% (60%) of regular salary. <u>Dental Plan</u> - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective in 1983, the 1982 ODA fee schedule.			

Mileage Allowance:	26¢ (23¢) per mile. Effective in 1983, 29¢. Effective in 1984, 32¢.
Prescription Safety Glasses:	Employer pays \$30 (\$20) for the first pair per year and \$20 (\$10) for replacements. Effective in 1983, \$35 and \$25, respectively. Effective in 1984, \$40 and \$25, respectively.
Safety Shoe Allowance:	Employer pays \$25 (\$15) per pair for a maximum of 2 pairs per year. Effective in 1983, \$30. Effective in 1984, \$35.

CONSTRUCTION

Canadian Automatic Sprinkler Association, province-wide - Local 853, Plumbers (AFL-CIO/CLC): An interim agreement effective from May 1, 1982 until a new two year contract is signed, covering 700 Ontario employees, settled at the bargaining stage in March, 1982. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 1/82</u>
	Package Increase	\$1.64*
	Journeyman Sprinkler Fitter-	
	Ontario West	\$15.65 (\$14.20)
	Ontario East	\$16.08 (\$14.64)
	Ontario Central	\$16.73 (\$15.28)

*Includes 10% vacation pay (unchanged) plus 5¢ in Health and Welfare for a total of 65¢ (60¢) per hour.

April 1982 Settlements

TRANSPORTATION EQUIPMENT

Essex International of Canada Limited, St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 33-month renewal agreement effective from April 26, 1982 to February 6, 1985, with wages retroactive to March 1, 1982, covering 300 employees, was mutually agreed upon between the parties in April, 1982.

*Previous agreement scheduled to expire February 6, 1983, was terminated early.

Wages:	Effective	<u>Mar. 1/82</u>	<u>Feb. 6/83</u>	<u>Feb. 6/84</u>
	General Increases	9%	7%	25¢

	<u>Mar. 1/82</u>	<u>Feb. 6/83</u>	<u>Feb. 6/84</u>
Additional Adjustments	Upgrading to Class 1 (2) job group for Audit Inspector to equal Quality Control Inspector rate		
Cutter Operator	\$4.96 (\$4.55)	\$5.31	\$5.56
Tool and Die "A"	\$10.10 (\$9.27)	\$10.81	\$11.06

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1982, \$6,500 (\$5,500) coverage for Class 1 job group and \$5,500 (\$4,500) for Class 2. Effective February 1, 1983, \$7,500 and \$6,500, respectively.

Weekly Indemnity - Effective May 1, 1982, benefit increases to \$90 (\$70) per week for Class 1 and \$60 (\$50) per week for Class 2. Effective February 1, 1983, \$110 and \$70, respectively.

ELECTRICAL PRODUCTS

Fleck Manufacturing Inc. at Huron Park - Local 1620, Auto Workers (AFL-CIO/CLC):

A 24-month renewal agreement effective from August 16, 1982 to August 16, 1984, with wages retroactive to April 26, 1982, covering 209 employees, settled at the bargaining stage and ratified in April, 1982. Duration of negotiations - 1 week.

Previous agreement was scheduled to expire August 15, 1982.

Wages:	Effective	<u>Apr. 26/82</u>	<u>Aug. 16/82</u>	<u>Aug. 16/83</u>
General Increases		25¢	35¢	40¢
Additional Adjustments			15¢ for First Aid Attendants; 10¢ for Inspector and Utility	
General Labourer		\$4.30-\$4.69 (\$4.05-\$4.44)	\$4.65-\$5.04	\$5.05-\$5.44
Maintenance Skilled		\$6.55-\$6.94 (\$6.30-\$6.69)	\$6.90-\$7.29	\$7.30-\$7.69

Probationary period is 60 normal days. Maximum rates are reached after 2 years.

Lead Hand
Premium: 35¢ (25¢) per hour.

Inspector Premium:	45¢ (35¢) per hour.
First Aid Attendant Premium:	Effective August 16, 1982, 15¢ per hour (new).
Acting Pay:	Employee receives higher rate after 4 (8) hours.
Paid Holidays:	2 floating days are added during Christmas shutdown for a total of 12 1/2 days. Effective in 1983, 1 additional floating day is added during Christmas shutdown.
Paid Vacation:	3 weeks at 6% after 6 (7) years' service and 4 weeks at 8% (new) after 11 years.
Bereavement Leave:	Grandparents are added for 1 day's paid leave. Up to 2 weeks additional (unpaid) leave may be negotiated if employee is required to travel or to act as executor.
Health and Welfare:	<u>Life Insurance</u> - Effective August 16, 1982, \$10,000 (\$4,000) coverage. OHIP - Employer pays 100% of premium costs for employee with 4 (5) or more years' service. <u>Weekly Indemnity</u> - Benefit is 60% of weekly insurable earnings for 15 weeks. (Previously, \$60 per week for 13 weeks.) <u>Drug Plan (new)</u> - Effective May 1, 1983, employer pays 100% of premium costs for a plan with a \$10/\$20 deductible.

EDUCATION AND RELATED SERVICES

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (745 caretakers and matrons): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the conciliation officer stage and ratified in April, 1982. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Apr. 26/82</u>	<u>Dec. 31/82</u>
General Increase		12.5%		
Parity Adjustments:				
Matron			26¢	27¢
Caretaker (after 1 year)			7¢	
Matron		\$7.73 (\$6.87)	\$7.99	\$8.26
Caretaker (after 1 year)		\$9.47 (\$8.42)	\$9.54	\$9.54
Head Caretaker (combined schools)		\$11.88 (\$10.56)	\$11.88	\$11.88

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective June 1, 1982, 0-39¢-39¢ (0-35¢-35¢).

Paid Holidays: 11 days per year including Remembrance Day*; plus July 2, 1982, which will be considered a non-operating day with pay. Employees who work on this day are paid at regular straight time and granted equivalent paid time off at a later date. (Previously June 30, 1980 and January 2, 1981 were non-operating days.)

*If Remembrance Day falls on a Saturday or a Sunday, it will not be moved to an alternate day.

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (unchanged).

Health and Welfare: Extended Health Care - Maximum claim for eyeglasses is \$70 (\$60) every 2 years.

Dental Plan (new) - Effective June 1, 1982 plan provides coverage for basic, preventative services using the 1980 Ontario Dental Association fee schedule. Employer pays 75% of premium costs.

Uniform Allowance: \$80 (\$70) per year for matrons.

Erratum

The following wage data was reported incorrectly in the February 1982 Report on page 63:

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.) (625 communications sales employees):

Wages:	Effective	Dec. 1/81	Apr. 23/82	Feb. 23/83
General Increases		12%		11%
Additional Adjustments		Restructuring of wage schedule	New classification added	

Monthly Rates

Sales Associate (Business Exchange Telephone Sales Representative)	\$1,585-\$1,830 (\$1,029-\$1,506)	\$1,585-\$1,830	\$1,759-\$2,031
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	<u>Dec. 1/81</u>	<u>Apr. 23/82</u>	<u>Feb. 23/83</u>
Sales Representative	\$1,900-\$2,635 (\$1,470-\$2,353)	\$1,900-\$2,635	\$2,109-\$2,925
Senior Sales Representative (new)		\$2,224-\$2,842	\$2,469-\$3,155

Negotiations in Progress during May 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Abitibi Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO/CLC) (lumber and sawmill wrkrs.) (woods empls.)	1,400	B
American Can of Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
American-Standard (Div. of Wabco-Standard Ltd. Lansdowne Plant), Toronto	Pottery Workers (AFL-CIO/CLC)	313	CO
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	750	MED
Atomic Energy of Canada Ltd., Radio Chemical Co./Commercial Products, Ottawa	Energy and Chemical Workers (CLC)	306	B
Atomic Energy of Canada Ltd., Sheridan Park	Public Service Alliance (CLC)	250	B
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264	CO
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,500	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CLC) and Machinists (AFL-CIO/CLC)	770	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
C & M Products Ltd., Markham	United Steelworkers (AFL-CIO/CLC)	200	MED
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500	WS
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	325	B
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	600	B

* See page 300 for definition of codes

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	380	CO
Canwirco Inc., Simcoe	United Steelworkers (AFL-CIO/CLC)	250	MED/W
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Carleton University, Ottawa	CUPE (CLC) (staff assn.) (clerical, computer and accounting empls.)	615	B
Carlton Cards Ltd., Toronto	Ind. Greeting Cards Workers (production empls.)	800	B
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont., General Contractors Assn., Resilient Flooring Contractors Assn. of Ont., Industrial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	8,000	ME
Cement Masons Employer Bargaining Agency, Labour Relations Bureau of Ont., General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,300	ME
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor	Service Employees Intl. (AFL-CIO/CLC)	359	B
Cooper Canada, Toronto	Pottery Workers (AFL-CIO/CLC)	680	B
Cornwall Spinners Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	249	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	525	ME
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	500	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Daymond Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	230	WS
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	B
Dominion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	10,000	B
Dominion Stores Ltd., Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970	B
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	950	CO
Durham Board of Education	CUPE (CLC)	365	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
East York Borough Corp.	CUPE (office and public works empls.)	220	CO
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	745	B
EPSCA Generation Projects Construction	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000	MED
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Falconbridge Nickel Mines, Falconbridge	CUPE (CLC) (outside empls.)	660	B
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical full-time and part-time empls.)	2,945	ARB
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	B
Fiberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Fraser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	MED/I
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	203	B
Government of Canada (Treasury Board), province-wide**	Professional Institute (Ind.) (physical sciences group)	202	PCI
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	5,435	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (lumber and sawmill wrkrs.)	1,300	B
Greb Industries Ltd., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	243	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Halton Regional Municipality (homes for the aged)	Cdn. Operating Engineers (CCU)	250	ARI
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B

** Federal jurisdiction

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	MED
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
I.J. Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,180	MED
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/WS
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	370	CO
Imperial Tobacco, Div. of Imasco Ltd., Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	840	B
Inco Ltd. (Inco Metals Co.), Sudbury	United Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640	WS
Inco Ltd. (Inco Metals Co.), Port Colborne	United Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	735	WS
Inglis Ltd., Stoney Creek	Auto Workers (AFL-CIO/CLC)	650	MED
Interior Systems Contractors Assn. of Ontario (Residential)	Carpenters (AFL-CIO/CLC)	900	PCB
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B
Kimberley-Clark of Canada, Longlac	Carpenters (AFL-CIO/CLC) (lumber and sawmill wrkrs.) (woods empls.)	930	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Kimberley-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls. and electricians)	740	B
Kroehler Manufacturing Co. Ltd. (Plant #5), Stratford	Upholsterers (AFL-CIO/CLC)	211	B
Labourers Employer Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	MED
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610	B
Lakehead University Board of Governors, Thunder Bay	Faculty Assn. (Ind.)	240	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Laurentian University, Sudbury	Faculty Assn. (Ind.)	231	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Liquor Control Board of Ontario, and Liquor License Board of Ontario, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC)	3,500	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time retail food empls.)	1,550	B
Loblaws Ltd. and Westfair Foods Ltd., Toronto and other centres	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time retail food empls.)	6,000	B
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,205	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	B
MacMillan Bloedel Industries Ltd., Guelph, London and Toronto	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	C0
MacMillan Bloedel Industries Ltd., (Sturgeon Falls Div.), Sturgeon Falls	Cdn. Paperworkers (CLC)	350	C0
McGraw-Edison of Canada Ltd. (Power Systems Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.) (Units A, B and C)	1,120	ARB
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	ARB
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	PCB
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	345	B
Metropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CLC)	300	C0
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	C0
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	900	MED
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,850	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500	MED

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	800	MED
Midas Canada Inc. and Midas Manufacturing Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	MED/W
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	300	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	252	CO
National Defence, Communications Security Establishment, Ottawa	Public Service Alliance (CLC) (communications officer, computer systems administration)	330	MED
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	800	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	PCB
North York City Hydro-Electric Commission	CUPE (CLC)	300	B
North York Public Library Board	CUPE (CLC)	290	B
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	240	CO
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	MED/W
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff) (librarians and counsellors)	7,000	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	ARB
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,250	MED/WS
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	MED
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	11,000	MED/WS
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,500	B
Ontario Operating Engineers Employer Agency	Intl. Operating Engineers (AFL-CIO/CLC)	1,750	B
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	875	B
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	250	CO
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	5,000	MED/WS
Ontario Terrazo Tile and Marble Guild	Bricklayers (AFL-CIO/CLC)	1,000	MED/WS
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	1,100	MED/WS
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	MED

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Construction Assn.	Carpenters (AFL-CIO/CLC)	275	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	MED
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	ARB(H
Phillips Cables Ltd., Brockville	Electrical Workers (UE) (CLC)	450	B
Pioneer Chain Saw Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	200	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B
Rodmen Employer Bargaining Agency	Structural Iron Workers (AFL-CIO/CLC)	1,000	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550	B
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,290	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	MED
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	MED
Simcoe County Board of Education	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC)	250	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	B
Spruce Falls Power and Paper and Kimberley Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,440	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Pruce Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO/CLC) (lumber and sawmill wrkrs.) (woods empls.)	700	B
teinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time empls.)	5,200	B
torment, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	520	B
udbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
udbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	860	B
inar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	B
innybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
innybrook and other hospitals, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	9,000	CO
amsters Employer Bargaining Agency	Teamsters (Ind.)	500	B
under Bay City Corp.	CUPE (CLC)	305	CO
ronto City Board of Education	Council of Trade Unions	300	CO
ronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B
ronto City Board of Education	Toronto Educational Assistants Assn. (Ind.)	430	B
ronto City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	B
ronto Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	800	CO
ronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	200	MED/WS

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Toronto Masonry Contractors Assn.	Bricklayers Ind. (CCU)	1,850	B
Toronto Masonry Contractors Assn.	Bricklayers Ind. (CCU) (bricklayer assistants)	600	B
Toronto Spring Manufacturers	United Steelworkers (AFL-CIO/CLC)	200	WS
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350	B
Toronto Star Newspapers Ltd.	Printing and Graphic Union (AFL-CIO/CLC)	332	B
Toronto and Vicinity Ready Mix Companies, Intercity	Teamsters (Ind.)	275	CO
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	B
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	PCB
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Union (AFL-CIO/CLC)	265	B
United Co-operatives of Ontario (Tend-R-Fresh Plant), Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	225	PCB
University of Guelph	CUPE (CLC)	395	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, and other empls.)	515	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	280	PCB
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO/CLC)	243	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Acme Steel-Rosco Ltd. (Atlantic Ave., Belfield Road and Medulla Ave. Divs.), Toronto	United Steelworkers (AFL-CIO/CLC)	275	PCB
Alloy Mines Ltd., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	250	B
Amherst City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	850	B
Amherst Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	550	CO
Armstrong Foam Corp.	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
Arnpark Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	CO
Arnpark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
Arnpark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,125	B
Arnpark Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	585	B
Arnpark University	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	915	B
Arnpark University	CUPE (CLC)	275	B
Arnpark University	Faculty Assn. (professors, assistant professors, librarians and other empls.)	950	MED

More Than One Province

Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
CP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	B

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
CN Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	C0
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, and other empls.)	7,610	C0
CP Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, station services and other empls.)	1,750	B
CP Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	C0
CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, and other empls.)	5,435	C0
Canada Post, Canada-wide**	Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	2,252	C0
Canadian International Paper and New Brunswick International Paper, N.B., Que. and Ont.	Cdn. Paperworkers (CLC)	5,000	B
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (mill empls.)	1,500	B
Gainers Inc., Edmonton and Lethbridge, Alberta, Richmond, B.C. and Toronto, Ont.	Food and Commercial Workers (AFL-CIO/CLC)	520	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,090	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	2,930	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	860	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	510	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	595	C0

** Federal jurisdiction

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,915	B
Government of Canada (Treasury Board)**	PSAC (CLC) (administration services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non supervisory empls.)	2,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category (research officers and research council officers)	950	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	CO

Negotiations in Progress during May 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1982

Employer and Location	Union	No. of Empls.
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	231
Canadian Broadcasting Corp., province-wide	CUPE (CLC) (office and profes- sional empls.)	769
Canadian Broadcasting Corp., province-wide	CUPE (CLC) (production unit empls.)	644
Carleton University, Ottawa	CUPE (CLC) (staff assn.) (cleri- cal, computer and accounting empls.)	615
Carlton Cards Ltd., Toronto	Ind. Greeting Card Workers (production empls.)	800
Cooper Tool Group Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	250
Dominion Stores Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC) (retail food, full-time empls.)	345
Dominion Stores Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC) (retail stores, part-time empls.)	218
Dominion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food, full-time and part-time empls.)	10,000
Dominion Stores, Ltd, Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	250
Government of Canada (Treasury Board), province-wide	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing opera- tions, group non-supervisory empls.)	661
Government of Canada (Treasury Board), province-wide	Professional Institute (PIPS) (Ind.) (meteorology group)	200
Government of Canada (Treasury Board), province-wide	PIPS (Ind.) (scientific research group)	1,000
Government of Canada (Treasury Board) province-wide	Public Service Alliance (PSAC) (CLC) (administrative ser- vices group)	3,740

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1982

Employer and Location	Union	No. of Empls.
Government of Canada (Treasury Board), province-wide	PSAC (CLC) (programme adminis- tration group)	9,33
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time empls.)	1,84
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food part-time empls.)	3,50
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	30
Inglis Ltd., Stoney Creek	Auto Workers (AFL-CIO/CLC)	65
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	25
Kroehler Manufacturing Co. Ltd. (Plant #5), Stratford	Upholsterers (AFL-CIO/CLC)	21
Lakehead University Board of Governors, Thunder Bay	Faculty Assn. (Ind.)	24
Laurentian University, Sudbury	Faculty Assn. (Ind.)	23
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC)	3,50
London Transportation Commission	Transit Union (AFL-CIO/CLC)	40
Metro Toronto News Co. Lakeland Distributors and Western Ontario Distributors, Barrie, London and Toronto	Teamsters (Ind.)	26
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	21
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	30
Motor Transport Industrial Relations Bureau, Eastern Canada Car Carrier Div., province-wide	Teamsters (Ind.) (highway drivers, roadway drivers, yard, driveway and mainte- nance empls.)	1,30
National Research Council of Canada, province-wide	Professional Institute (PIPS) (Ind.) (professional and scientific category) (research officers and research council officers)	95

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1982

Employer and Location	Union	No. of Empls.
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245
Queen's University, Kingston	CLC Directly Chartered	300
Myerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550
Simcoe County Board of Education	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC)	250
Klar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277
Steinberg Inc. (Miracle Food Mart Div.), Southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	5,200
Toronto Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	800
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	740
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC) (hourly rated empls.)	200
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Union (AFL-CIO/CLC)	265
University of Guelph (Veterinary and Agriculture College)	Staff Assn. (Ind.)	819
University of Windsor	Faculty Assn. (Ind.) (pro- fessors, librarians and other empls.)	515
Steel-Rosco Ltd. (Atlantic Ave., Belfield Rd. and Medulla Ave. Divs.), Toronto	United Steelworkers (AFL-CIO/CLC)	275
Woodbridge Foam Corp.	Clothing and Textile Workers (AFL-CIO/CLC)	275

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO

June 1982



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

July 29, 1982

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Highlights

Meatpacking Industry Settlements. Collective agreements in the meatpacking industry sector are negotiated on a national basis, with a first settlement between one of the four major Canadian meat processors and the United Food and Commercial Workers (UFCW) setting a wage and benefit pattern for over 27,000 packinghouse workers across Canada. The current round of bargaining involved about 9,500 UFCW members employed at Burns Meats (5 plants in 4 provinces), Canada Packers (12 plants in 7 provinces), Gainers Inc. (formerly Swift Canadian - 4 plants in 3 provinces) and Intercontinental Packers (3 plants in 2 provinces), all covered by contracts last renewed in mid-1980. One-third of the workers affected were employed at the Ontario plants of the first three companies. In the 1980 round of bargaining, the union selected Canada Packers as a possible strike target, but settled first with Swift. The model pact included hourly wage increases totalling \$1.85, or about 23 per cent over two years ending May 31, 1982.

In the just concluded negotiations, the union established the new settlement pattern in direct talks with Canada Packers in mid-May. The new terms have been since confirmed by similar accords at the remaining major producers. The resultant renewal agreements, running through May 31, 1984, called for hourly wage increases of \$1.25 in each of the two years plus a 1/2-cent increase in the job class increment. In addition to the wage increases (equivalent to about 12 per cent over the present average hourly rate of \$10.16 in the first year and 11 per cent in the second year), the workers gained higher shift premiums and improvements in pensions, insured welfare benefits, paid holidays and vacations. Since the wage increases were uniformly applied across the country, the marginally higher wage rates in B.C. plants were maintained.

The industry-wide pattern influenced subsequent negotiations with other independent meat-cutting and packing firms, including the J.M. Schneider plant in Kitchener. These 2,100 members of an "in-house" organization agreed to accept a settlement in direct bargaining in late August. The two-year renewal agreement, replacing the previous one that expired on July 31, 1982, matched the industry wage increase of \$2.50 per hour and yielded average raises of 12.6 per cent and 11.2 per cent in the first and the second years respectively. However, the parties agreed to revise the existing wage structure by increasing the differentials for new hires, casuals and students. Accordingly, new employees will now be paid 5 per cent below a job rate. Previously these employees were paid 15 cents less than the regular rate. The casuals and students did not receive any increase in their current rates. Also, in the Poultry Department an extra 50 cents per hour was given to permanent employees, while the casual workers had their present hourly rates reduced by about 10 per cent.

In related negotiations, the UFCW and two other poultry processing firms reached new contracts succeeding those expired on March 31, 1982. At the Tend-R-Fresh Poultry plant in Petersburg the settlement was reached in post-conciliation bargaining in mid-June. It provided the 248 production and maintenance employees with general wage increases totalling 19 per cent over two-years, with the initial 10 per cent retroactive to April 1, 1982. Subsequently, a comparable settlement was agreed to by 325 employees at Canada Packers' Poultry division in Walkerton. The accord was reached in conciliation and called for an identical two-stage wage increase, but with the first installment implemented on the August 7 ratification date of the new pact.

Teachers Settlements. The bargaining calendar for teachers has been particularly heavy as, out of a total of 200 possible sets of negotiations, 152 agreements expired on August 31, 1982. Furthermore, about 25 contracts that expired in August 1981, as well as a number of salary reopeners in multi-year agreements, remained unsettled by the year end. The major sets of negotiations (those involving 200 or more teachers) pertained to 109 contracts scheduled to expire on August 31, 1982, ten contract renewals due a year earlier and three salary reopeners in contracts expiring in August 1983.

Before the summer vacations commenced in July, new agreements were reached in 42 of these bargaining situations and involved almost 26,000 of the 90,350 teachers covered by the 122 major contracts under review. Thirty one of the settlements were concluded in direct talks and called either for a one-year term (27) or a two-year renewal (4) of the existing agreements beginning September 1, 1982. The remaining 11 accords, which were settled at various stages of bargaining involving third party assistance, included 9 two-year agreements dated back to September 1, 1981 and two of the salary reopeners. The latter covered 956 separate school teachers in Carleton County and were decided by arbitration. The only major agreement pertaining to the 1981/82 school year that remained unsettled involved 342 secondary school teachers in Oxford County.

The 42 teacher-board agreements settled during the past six months brought to 58 the number of current major contracts, 53 of them expiring at the end of August 1983 and the remaining 5 a year later. The current agreements provided 1982/83 salary increases in the 8.8 to 13 per cent range, with the majority averaging 11 to 12 per cent per annum. The longer-term contracts included additional increases of between 9 and 11 per cent for the 1983/84 school year. The increases were to be either fully implemented on September 1, or (in 12 instances) in semi-annual intervals. Seven of the 42 recently signed accords eliminated the existing COLA escalators and only four included triggered COLA provisions. In contrast, one-half of the 16 two-year agreements that were signed last year contained various forms of cost-of-living protection either instead of or in addition to salary increases. Usually, the latter were to be triggered at the negotiated adjustment level and paid as a lump sum by the end of the contract year. The new agreements also provided some improvements in responsibility allowances and other benefits, as well as a number of revisions of working conditions.

During the summer months, most of the remaining teacher-board negotiations had stalled as the parties anticipated provincial controls. Only six additional situations, involving about 2,000 teachers, were settled by the end of September leaving 74 sets of the 1982 negotiations in progress. The expired major contracts cover about 63,000 teachers across the province, including 18,000 in Metropolitan Toronto. The area's elementary and secondary school panels are bargaining on an individual board basis, although the salary scale and the staffing formula are the same across Metro. At the outset of the negotiations, the boards were offering a 6.5 per cent salary increase in a new one-year contract and proposed to reduce existing benefits. The teachers began negotiations asking for an increase of about 15 per cent and were determined not to settle for less than the 12 to 13 per cent increase won by their colleagues in some other areas of Ontario. A fact finder has been appointed at their request to see whether any common ground has been reached by the parties since negotiations began last April.

Municipal Police Settlements. Two major bargaining disputes, affecting 6,520 uniformed and civilian employees of the Metropolitan Toronto Police Force, were recently settled through arbitration. The disputes involved four separate contracts scheduled for renewal on December 31, 1981, with the largest one covering Metro's 5,305 police officers. The negotiations began last October, when the Police Association submitted to the Police Commission the 1982 bargaining requests on behalf of all four units. In its proposals, the association assigned the highest priority to increases in salaries, impartial job evaluation and classification, early retirement provisions and paid lunch periods. The salary proposal included a three-stage increase totalling \$4,800 over a first class constable's annual salary of \$27,000, or a 17.6 per cent raise, designed to make the Toronto policemen the best-paid in Canada. The commission, which had provided for an 8 per cent wage and benefit increase in its 1982 budget, estimated the cost of the association's wage/benefit proposals at over 25 per cent.

During the ensuing direct negotiations and conciliation meetings, the parties remained far apart on the key issues of salaries, rank differential and pension changes. The parties failed to reach a negotiated settlement and the dispute was referred to binding arbitration. However, before the hearing commenced in early June, the question of arbitrability of nine issues, including pension indexing, was raised by the Police Commission. In the meantime, due to the delay partially caused by the arbitrability hearings, the arbitrator concurred with the association's request and awarded an interim salary adjustment of 8 per cent to all of the four units.

The final award for the uniformed unit was released in mid-June. It called for a 12.5 per cent increase in a first class constable's salary, improvements in rank differentials, better court attendance compensation, higher pension benefits for retirements between 25 and 29 years service and increased plain clothes and college transportation allowances. The award was retroactive to January 1, 1982 and brought a first class constable's annual salary to \$30,375, making the Metro policemen the highest-paid of any municipal police force in Ontario.

The civilian units' dispute followed a similar procedure, with several arbitrators first dealing with a number of grievances and issues before the final salary award was rendered at the end of June. The award, also retroactive to January 1, 1982, provided the 650 clerical employees (Unit A), 130 garage employees (Unit B) and 535 parking officers, cadets and matrons (Unit C) with a general salary increase of 12.5 per cent over one year. It also called for special adjustments for mechanics and electronic technicians, higher shift and weekend premiums, increased tool allowances and a better call-back pay. Also, the award called for one additional paid holiday to bring the total of paid days off per year to 11, the same number as already provided in the uniformed unit's contract.

The Toronto disputes were the last of the six major municipal police bargaining situations (each involving units of 200 or more employees) to be resolved in 1982. The other four contract renewals were reached in direct bargaining between January and April and covered an additional 1,320 uniformed policemen in Ottawa, Sudbury, Thunder Bay and Windsor. The one-year pacts provided salary increases ranging from 10.2 per cent in Windsor to 17.6 per cent in Sudbury, with the increases in the Windsor and Thunder Bay contracts implemented in semi-annual stages. (See pp. 27, 83, 87 and 216 of the January, February and April 1982 issues of this report for more details of the four settlements). The remaining eight major Ontario police forces signed contracts of a two-year duration last year. As a result, all of the 16 current contracts will terminate on December 31, 1982.

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Burns Meats Ltd., Ontario, Manitoba, Saskatchewan and Alberta	Food and Commercial Workers (AFL-CIO/ CLC) (production empls.)	311
C & M Products Ltd., Markham	United Steelworkers (AFL-CIO/CLC)	323
Canada Packers Inc., Prince Edward Island, Quebec, Ontario, Manitoba, Saskatchewan and Alberta	Food and Commercial Workers (AFL-CIO/ CLC) (production empls.)	382
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Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia	United Steelworkers (AFL-CIO/CLC)	385
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Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	331
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Greb Industries Ltd., a Division of Warrington Inc., Kitchener	Clothing and Textile Workers (AFL-CIU/CLC)	315
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H.J. Heinz Co. of Canada Ltd., Leamington	Food and Commercial Workers (AFL-CIU/CLC) (plant, office, technical and quality control empls.)	313
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Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	333
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London City Board of Education	CUPE (CLC) (full and part-time teacher assistants and office and clerical empls.)	335
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	336
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Ontario Terrazzo, Tile and Marble Guild, Inc.	Ont. Provincial Conference, Bricklayers (AFL-CIO/CFL) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers)	379
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York Regional Municipality and York Regional Land Div. Committee	CUPE (CLC)	366
York University Board of Governors	Faculty Assn. (Ind.) (academic staff empls.)	351

FOOD AND BEVERAGE

Burns Meats Ltd. at Ontario, Manitoba, Alberta and British Columbia - 5 locals, Food and Commercial Workers (AFL-CIO/CLC) (1,650 production employees): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/82	June 1/83
General Increases		\$1.25	\$1.25
Job Class Increment		8¢ (7.5¢)	
Labourer (Base rate)		\$10.74 (\$9.49)	\$11.99
Millwright (Bracket 36)		\$13.22 (\$11.815)	\$14.47

Hours of Work: 40 per week (unchanged). Rest periods, 15 (10) minutes for morning, afternoon and overtime in excess of 2 1/2 hours.

Paid Holidays: Effective June 1, 1983, 11 (10) days.

Paid Vacation: Effective June 1, 1983, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance - \$12,000 (\$5,000) coverage. Effective June 1, 1983, \$15,000.

Pension Plan: Contributory Plan - Past service credit of \$1.25 per month for each year of membership in the plan during the period April 1, 1950 to March 31, 1958 and 75¢ from April 1, 1958 to March 31, 1977. Effective June 1, 1983, a past service credit of \$1.25 and 75¢ respectively on normal retirement date.

Remaining provisions identical to Canada Packers Inc., as reported on pages 382-384 of this issue.

Gainers Inc., formerly Swift Canadian Co., Limited at Edmonton and Lethbridge, Alberta, Richmond, British Columbia and Toronto, Ontario - Locals P-208, P-280 and P-740, Food and Commercial Workers (AFL-CIO/CLC) (1,360 production employees): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/82	June 1/83
General Increases		\$1.25	\$1.25
Job Class Increment		8¢ (7.5¢)	
General Utility (Bracket 0)		\$10.74 (\$9.49)	\$11.99

	<u>June 1/82</u>	<u>June 1/83</u>
Bung Dropper (Bracket 12)	\$11.70 (\$10.39)	\$12.95
Carpenter A (Bracket 21)	\$12.42 (\$11.065)	\$13.67
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	Effective June 1, 1983, 11 (10) days.	
Paid Vacation:	Effective June 1, 1983, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).	
Health and Welfare:	<u>Life Insurance</u> - One and one-half times annual salary (previously \$10,000 coverage for employee with dependants, \$5,000 single).	
Pension Plan:	\$15.25 (\$13.90) per month of credited service. Effective June 1, 1983, \$16.50.	
	Remaining provisions identical to Canada Packers Inc., as reported on pages 382-384 of this issue.	

Tend-R-Fresh Plant, United Co-operatives of Ontario at Petersburg - Local 1105P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 248 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

*Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
General Increases		10%	9%
Group 1 (includes Packer)		\$7.65-\$8.25 (\$6.95-\$7.50)	\$8.34-\$8.99
Maintenance Mechanic		\$8.47-\$9.24 (\$7.70-\$8.40)	\$9.23-\$10.07
Probationary period is 90 calendar days. Maximum rates are reached at the end of the probationary period.			
Relief Personnel Pay (new):	Employee receives a rate of pay equal to the top of the range of the highest rated job in the department in which he/she is employed.		
Crown Witness Pay (new):	Employer pays the difference between regular salary, and fees received.		
Sick Leave:	Employee receiving sick benefits shall not have his benefits reduced when the plant is closed or on short hours (new).		
Meal Allowance:	\$5 (\$3.50) for truck driver.		

Safety Boot Allowance: Maximum of \$29 (\$25), \$27 (\$23) and \$15 (\$13) per pair of freezer boots, leather boots and safety rubber boots, respectively, to a maximum of 3 pairs for employee in designated position, every 2 year period.

Lay-off Pay: 5 working days' notice or pay in lieu thereof, in the event of a planned reduction in staff or planned plant closing of more than one day's duration.

I.J. Heinz Company of Canada Ltd. at Leamington - Local P459, Food and Commercial Workers (AFL-CIO/CLC) (1,000 plant employees, 155 office and technical employees and 50 quality control employees): Three 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
COLA Fold-in		\$1	
General Increases		40¢	35¢
Job Grade 1 (Light Production)		\$10.53 (\$9.13)	\$10.88
Job Grade 5 (Semi-skilled Production)		\$10.80 (\$9.40)	\$11.15
Job Grade 9A (Mechanic "A")		\$12.29 (\$10.89)	\$12.64

Re-classification - Truck Driver, Pay Grade 7 (6).

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: \$1.54 allowance was generated under the previous agreement. \$1 is folded into wages May 1, 1982, leaving 54¢ continuing to float.

Quarterly adjustments of 1¢ per 0.325 point change in the Consumer Price Index - 1971=100, for the period May 1, 1982 to April 30, 1984, using April 1982 as the base. (Basic formula is unchanged.)

Shift Premium: Effective June 25, 1982, 0-32¢-47¢ (0-27¢-41¢). Effective May 1, 1983, 0-33¢-49¢.

Paid Holidays: Effective in 1983, the two half holidays at Christmas and New Year's will become one full day for a total of 14 days per year.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 18 (19) years. Also, 2 weeks after 10 months, 3 weeks after 5 years and 6 weeks after 25 years (unchanged). Effective in 1983, 4 weeks after 10 years.

Health and Welfare: Life Insurance - \$4,000 (\$3,000) coverage. 100% employer paid. Contributory insurance coverage remains unchanged.

Extended Health Care - Add out-of-province/out-of-country emergency care coverage.

Vision Care (new) - \$65 every 2 years.

Long Term Disability - Effective July 1, 1982, \$600 (\$500) per month. Effective May 1, 1983, \$700.

Dental Plan - Effective July 1, 1982, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1982, \$15 (\$14) per month per year of service. Effective January 1, 1983, \$16.

Supplemental Benefit - Effective January 1, 1982, \$15 (\$14) per month per year of service. Effective January 1, 1983 \$16. Maximum of 30 years.

Meal Allowance: Effective date of signing, \$4.25 (\$3.75) for truck drivers.

Monarch Fine Foods Company Limited at Rexdale - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/82</u>	<u>June 28/82</u>	<u>May 1/83</u>
General Increases		\$1.10		\$1.05
COLA Fold-ins			50¢	50¢
Packer		\$9.77-\$9.97 (\$8.67-\$8.87)	\$10.27-\$10.47	\$11.82-\$12.02
Maintenance Class A		\$12.72 (\$11.62)	\$13.22	\$14.77

Maximum rate for Packer is reached upon completion of the 60 worked days probationary period.

Cost of Living Allowance: Effective June 28, 1982, 50¢ COLA is folded into wages leaving a float of 50¢ which will be folded in on May 1, 1983.

1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. Capped at 25¢ in each year. (Basic formula is unchanged.)

Paid Vacation: Effective May 1, 1983, 6 weeks (new) after 30 years' service.

Health and Welfare: Life Insurance and A.D & D. - \$12,500 (\$10,000) coverage.

OHIP For Retirees (new) - Employer pays 100% of premium costs.

Long Term Disability Fund - Employer contributes \$1.75 (\$1.50) per employee per week.

Vision Care Fund (new) - Employer contributes \$5 per employee per month.

Prescription Drug Plan - Employer pays 100% of premium costs for a pay direct plan equivalent to Blue Cross (previously Blue Cross 20¢ deductible plan).

Dental Plan - Blue Cross Dental Plan #9 (7) is implemented. Effective July 1, 1982, payments are based on the 1982 (1980) Ontario Dental Association fee schedule. Effective July 1, 1983, the 1983 ODA fee schedule.

Meal Allowance: \$6 (\$5).

Safety Shoe Allowance: \$50 semi-annually (previously \$60 per year).

LEATHER

Greb Industries, a Division of Warrington Inc., formerly Greb Industries Limited (Bauer Division) at Kitchener - Local 308, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1982 to March 28, 1984, covering 243 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 29/82</u>	<u>Mar. 29/83</u>
General Increases		58¢	45¢
Group E		\$6.28 (\$5.70)	\$6.73
Group A		\$7.08 (\$6.50)	\$7.53

Probationary period is 8 working weeks.

Work on Paid Holidays: Double time (time and one-half) for all hours worked.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 18 (21) years.

Bereavement Leave: Common-law spouse is added for 3 days' paid leave.

1 day's paid leave if employee is unable to attend the funeral located outside of Ontario (new).

Health and Welfare: OHIP - Employer pays \$25 (\$17) per month for single coverage and \$50 (\$35) per month for employees with dependents plus 50% of any future increases in premiums (unchanged).

Weekly Indemnity - Effective January 1, 1982, \$210 (\$189) per week.

Safety Shoe Allowance: 50% (25%) discount, where required.

Training Allowance: Increases 5% of standard minutes produced in the first week (previously 25%).

TEXTILE

Fiberglas Canada Inc., Textile and Chemical Plants at Guelph - Local 1305 and 1929, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, covering 314 employees*, settled with mediation assistance. Duration of negotiations - 3 months.

*Includes 73 employees currently on lay-off status.

Wages:	Effective	June 1/82	June 1/83
Average Increases		10.8%	9%
General Labourer (Day Schedule)		\$9.76 (\$8.65)	\$10.80
Electrician (Day Schedule)		\$12.01 (\$10.90)	\$13.05

Probationary Rate (new) - \$1.00 per hour less than the job rate.

Lunch and Rest Periods (Day Workers, only): 20-minute paid lunch plus one 10-minute paid rest period per shift. (Previously, 30-minute unpaid lunch and two 10-minute paid rest periods).

Health and Welfare: Life Insurance - \$18,000 (\$15,000) coverage. Effective June 1, 1983, \$20,000.

A.D. & D. - \$5,000 (\$1,000) coverage. Effective June 1, 1983, \$10,000.

Weekly Indemnity - Benefit increases to \$260-\$350 (\$205-\$290), depending on wages.

Long Term Disability - Benefit increases to \$350 (\$250) per month plus \$30 per month per year of service (unchanged).

Dental Plan - Payments are based on the 1982 (1980) Ontario Dental Association fee schedule. Effective in 1983, the 1983 ODA fee schedule.

FURNITURE AND FIXTURE

Kroehler Furniture Co., Division of Strathearn House Group Limited at Stratford - Local 199, Upholsterers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 28, 1982 to June 24, 1984, covering 263 employees*, settled at the bargaining stage. Duration of negotiations - 1 month.

* Includes 51 employees currently on lay-off status.

Wages:	Effective	<u>June 28/82**</u>	<u>June 27/83</u>
	Increases	13¢ for Pieceworkers; 22¢ for Hourly Workers	44¢ for Pieceworkers; 60¢ for Hourly Workers
	Job Group 28 (includes Cutter)	\$5.70-\$5.85 (\$5.48-\$5.63)	\$6.30-\$6.45
	Job Group 3 (Master Maintenance Mechanic)	\$7.59-\$7.99 (\$7.37-\$7.77)	\$8.19-\$8.59

Probationary period is 60 calendar days. Maximum rates are reached on merit and within 6 months of hiring.

** Conditional Wage Adjustment - Effective in the first year, if full employment is reached an additional 13¢ for Pieceworkers and 22¢ for Hourly Workers.

Health and
Welfare:

OHIP - Employer pays 100% of premium costs. (Previously employees paid \$3 single and \$6 married). When currently proposed OHIP increases take effect or effective June 28, 1982, whichever is later, employer pays an additional \$4 single and \$8 married towards premium costs.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independant Greeting Card Workers (an affiliation of International Association of Greeting Card Workers) (800 plant production employees): A 12-month renewal agreement effective from July 3, 1982 to June 30, 1983, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 3/82</u>
	General Increase	10%
	General Factory Help	\$5.16-\$5.47 (\$4.69-\$4.97)
	Head Machinist	\$11.04-\$12.74 (\$10.04-\$11.58)
	Head Pressman	\$13.17-\$16.14 (\$11.97-\$14.67)

Hours of Work: 40 per week (unchanged).

Health and
Welfare:

Dental Plan (new) - Comprehensive coverage; Blue Cross #9 Plan. Employer pays 100% of premium costs. Optional coverage for dependants paid for by employee.

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC) (500 employees): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
	Increases*	\$1.44	\$1.45
	Journeyman	\$14.35	\$15.80
	Compositor	(\$12.91)	
	*Apply to Journeyman day rate. Day rates for apprentices range from 50% to 90% of Journeyman rate.		
Hours of Work:	35 per week (unchanged).		
Shift Premium:	0-\$1.00-\$1.10 (0-85¢-90¢).		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	5 weeks after 22 (23) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Health and Welfare:	OHIP - Effective July 1, 1982, employer contributes \$13.10 (\$11.50) per month per single employee and \$27 (\$23) per month per employee with dependants.		
	<u>Welfare Plan (includes Life Insurance, Dependant Life Insurance, A.D. & D., Supplemental Hospital, Medical and Surgical coverage and Weekly Indemnity) - Effective July 1, 1982, employer contributes \$9.10 (\$8.73) per employee per week. Effective January 1, 1983, \$9.46.</u>		
	<u>Dental Plan - Effective July 1, 1982, employer contributes \$5.59 (\$5.54) per week per employee.</u>		
Pension Plan:	<u>Employer Contributions - Effective July 1, 1982, \$3.50 (\$3.25) per shift per employee. Effective May 1, 1983, \$3.75.</u>		
Supplemental Unemployment Benefit Plan:	<u>Employer Contribution - \$4.40 (\$3.50) per week per employee.</u>		
	<u>Maximum Funding Level - Equal to \$125 (\$100) times number of employees.</u>		

METAL FABRICATING

Westeel-Rosco Limited at Toronto - Local 6448, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 14, 1982 to June 13, 1984, covering 275 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 14/82</u>	<u>June 14/83</u>
	General Increases	80¢	85¢

	<u>June 14/82</u>	<u>June 14/83</u>
Job Class Increments	19.5¢ (17.5¢)	21.5¢
Upgrading Adjustments	Job Class 7 (6) for Culvert Machine Operator and 9(8) for Truck Driver-Checker	
Job Class 2 (Production Machine Helper)	\$8.535-\$8.735 (\$7.715-\$7.915)	\$9.405-\$9.605
Job Class 17 (includes Tool and Die Maker)	\$11.46-\$11.66 (\$10.34-\$10.54)	\$12.63-\$12.83
Probationary period is 30 working days. Maximum rates are reached after 180 days.		
Life Premium:	0-28¢-28¢ (0-25¢-25¢).	
Lead Hand Premium:	35¢ (30¢) per hour more than the employee receiving the highest rate in his job classification within the group over which the employee is designated to lead.	
Sick Holidays:	1 floating day is added for a total of 12 days.	
Sick Vacation:	Effective July 1, 1982, 4 weeks after 12 (13) years' service, and 5 weeks after 21 (25) years. Effective June 14, 1983, 5 weeks after 20 years.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$14,000 (\$12,000) coverage. <u>Retiree Life Insurance</u> - \$2,000 (\$1,500) coverage for employee age 65 or more with 10 years' service. <u>Weekly Indemnity</u> - Maximum benefit increases to \$210 (\$188) per week, payable on a 1-1-4-52 (1-4-52) basis. <u>Dental Plan</u> - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$8.50 (\$7.50) per month per year of service. <u>Effective June 14, 1983, \$9.50.</u>	
Meal Allowance:	\$3.50 (\$3).	
Mileage Allowance:	27.4¢ (25¢) per mile for runs over 15 miles, or a flat rate of \$1.70 (\$1.50) for runs of up to 15 miles.	
Safety Shoe Allowance:	\$30 (\$25) per year towards the cost of 1 pair of shoes.	

Pioneer Chain Saw Corporation Inc. at Peterborough - Local 8753, United Steelworkers (AFL-CIO/CLC): A 12-month extension agreement effective from April 15, 1982 to April 14, 1983, covering 286 employees*, settled with mediation assistance. Duration of negotiations - 2 months.

*Includes 110 employees currently on lay-off status.

Wages: No monetary items were negotiated.

TRANSPORTATION EQUIPMENT

Imperial Clevite Canada Inc., formerly Gould Manufacturing of Canada Limited, Mechanical Products Division at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 19, 1982 to May 18, 1984, covering 430 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 19/82	May 21/83
General Increases		95¢	7.5%
COLA Fold-in		24¢	
Skilled Trades Adjustments		20¢	15¢
Labour Grade 16 (includes Packer-Service)		\$7.79-\$7.89 (\$6.60-\$6.70)	\$8.37-\$8.48
Labour Grade 2 (includes Toolmaker A)		\$10.61-\$10.81 (\$9.22-\$9.42)	\$11.57-\$11.77

Probationary period is 60 days worked during a period of 6 consecutive months. Maximum rates for Packer-Service is reached after two 3-month increases and for Toolmaker A after four 3-month increases.

Cost of Living Allowance: 1¢ per 0.4 (0.45) increase in the Consumer Price Index - 1971=100, above the April 1982 base. Calculated quarterly. Capped at 26¢ (24¢) in the second year.

Shift Premium: 0-16¢-18¢ (0-14¢-16¢). Effective May 21, 1983, 0-20¢-22¢.

Health and Welfare: Life Insurance - \$10,500-\$13,500 (\$9,000-\$12,000) depending on classification. Effective May 21, 1983, \$12,000-\$15,000.

Weekly Indemnity - \$135-\$170 (\$120-\$155) depending on classification. Effective May 21, 1983, \$150-\$185.

Dental Plan - Blue Cross Plan #9 (7) is implemented based on the 1982 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$9.50 (\$8.00) per month per year of service. Effective May 21, 1983, \$11.00.

Safety Shoe Allowance: \$35 (\$30) per year. Effective May 21, 1983, \$40.

Midas Canada Inc. and International Parts Manufacturing Limited (formerly, International Parts (Canada) Ltd. and International Parts Manufacturing Limited) at Toronto - Local 6727, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 220 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

*Includes 30 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
	General Increases	\$1	\$1
	General Help	\$8.27 (\$7.27)	\$9.27
	Machinist A	\$10.27 (\$9.27)	\$11.27
Lump Sum Payment:	Approximately \$300 per employee.		
Shift Premium:	0-25¢-35¢ (0-20¢-35¢).		
Health and Welfare:	<u>Life Insurance and A.D. & D</u> - \$12,000 (\$10,000) coverage.		
	<u>Weekly Indemnity</u> - Maximum benefit increases to \$170 (\$145) per week payable on a 1-1-8-26 basis.		
	Dental Plan - Effective in second contract year, employer pays 75% (50%) of the premium costs. Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.		
Pension Plan:	Basic Benefit - \$5 (\$4) per month per year of past service. \$7 (\$6) per month per year of future service.		
Safety Shoe Allowance:	\$55 (\$45) annual maximum.		

ELECTRICAL PRODUCTS

Inglis Limited at Stoney Creek - Local 525, Auto Workers (AFL-CIO/CLC) (650 production employees): A 36-month renewal agreement effective from June 20, 1982 to June 16, 1985, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 27/82</u>	<u>June 19/83</u>	<u>June 17/84</u>
	COLA Fold-in	\$1.98		
	COLA Advance	25¢*		
	General Increases		10¢	15¢

	<u>June 27/82</u>	<u>June 19/83</u>	<u>June 17/84</u>
Addition to Rate From Discontinued S.U.B. Plan	5¢		
Skilled Trades Adjustment (Electrician Electronics 1)	20¢	20¢	15¢
Assembler "B"	\$9.61 (\$7.33)	\$9.71	\$9.86
Lift Truck Operator	\$10.01 (\$7.73)	\$10.11	\$10.26
Electrician Electronics 1	\$13.50 (\$11.02)	\$13.80	\$14.10

*Cost of Living Allowance: Effective June 27, 1982, a guaranteed advance payment of 25¢. Future payments are effective after the formula has generated more than 25¢. Adjustments are effective the Sunday following the release of the Consumer Price Index, calculated at 1¢ per 0.35 point change, based on the 1971=100 CPI. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-22¢-28¢ (0-21¢-27¢). Effective June 19, 1983, 0-23¢-29¢. Effective June 17, 1984, 0-24¢-30¢.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years and 4 weeks after 12 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$10,500 (\$10,000) coverage.
Effective June 19, 1983, \$11,000. Effective June 17, 1984, \$11,500.

Dental Plan - Payments are based on the 1981 (1977) Ontario Dental Association fee schedule. Effective June 19, 1983, the 1982 ODA fee schedule.

Pension Plan: \$10 (\$9) per month per year of service. Effective June 19, 1983 \$11. Effective June 17, 1984, \$11.50.

Leave for Jury Duty, Bereavement and Accidents covered by Workmen's Compensation up to 1 year's duration, shall be considered as hours worked for pension purposes (new).

Mileage Allowance: 25¢ (21¢) per mile.

Prescription Safety Glasses: \$25 (\$20) per initial pair every three years and towards replacement if damaged on the job. Effective June 19, 1983, \$30.

Safety Shoe Allowance: \$25 (\$20) per year. Effective June 17, 1984, \$30.

Tool Insurance: \$1,500 (\$1,300) coverage, company paid against theft, for skilled trades.

C & M Products Limited at Markham - Local 7607, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1982 to March 31, 1983, covering 200 employees,* settled with mediation assistance. Duration of negotiations - 3 months.

*Includes 60 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/82</u>
	General Increase	7%
	Assembler	\$6.71 (\$6.27)
	Maintenance	\$8.58 (\$8.02)

Shift Premium: 0-25¢-30¢ (previously 8 hours' pay for 7 hours worked).

Jury Duty and Crown Witness Pay: Employee receives the regular hourly rate, providing the employer is reimbursed to the full amount excluding the expense allowance.

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Dental Plan - Payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

Mileage Allowance (new): 25¢ per mile for emergency crews.

Safety Shoe Allowance: \$65 per year (previously up to \$65 per year).

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Printing and Graphic Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases	70¢	70¢
	Inspecting/ Wrapping Operator	\$7.41-\$7.66 (\$6.71-\$6.96)	\$8.11-\$8.36
	Labourer	\$7.88-\$8.13 (\$7.18-\$7.43)	\$8.58-\$8.83

	<u>July 1/82</u>	<u>July 1/83</u>
Electronic Technician	\$10.03-\$10.93 (\$9.33-\$10.23)	\$10.73-\$11.63

Probationary period is 12 weeks. Maximum rates for Inspecting/ Wrapping Operator and Labourer are reached after completion of probationary period, and for Electronic Technician maximum rate is reached on merit.

Shift Premium:	0-40¢-40¢ (0-35¢-35¢).
Premium Pay:	\$1.25 (\$1) per hour for employee on a rotating shift or on a regular Saturday work schedule. Effective July 1, 1983, \$1.50.
Meal Allowance:	\$4.50 (\$4). Effective July 1, 1983, \$5.
Tool Allowance:	\$100 (\$75) per year for maintenance employee.

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited, Radio Chemical Company/Commercial Products at Ottawa - Local 1541, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/82</u>	<u>Oct. 1/82</u>	<u>Aug. 1/83</u>
General Increases		12%	1%	9.84%
Skilled Trades Adjustments		12¢	7¢	
Labourer		\$8.60 (\$7.68)	\$8.69	\$9.54
Electrician		\$13.00 (\$11.50)	\$13.20	\$14.50

Shift Premiums: 0-67¢-69¢ (0-53¢-55¢). Effective June 1, 1983, 0-73¢-75¢. 67¢ (53¢) for Equipment Production Plant evening shift. Effective June 1, 1983, 73¢.

Sunday Premium: \$1.15 (\$1.00) per hour. Effective June 1, 1983, \$1.25.

Paid Vacation: 3 weeks after 2 (3) years' service.

Bereavement Leave: Two additional days are added for travel and estate settlements, for a total of up to 5 (3) days' paid leave.

Health and Welfare: Life Insurance - Employer pays 85% (75%) of premium costs. Effective June 1, 1983, 100%.

Sickness Supplement - Maximum 4 (3) paid days per year, excluding Weekly Indemnity.

Meal Allowance: \$5.50 (\$5.00). Effective June 1, 1983, \$6.00.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

MINES

Willroy Mines Limited (Macassa Division) at Kirkland Lake - Local 4584, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1982 to May 31, 1985, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/82	June 1/83	June 1/84
Increases		7% for Helper and Labourer classifications and all those below; 12% for all others	8.63%-8.93%	7.94%-8.16%
Skilled Trades Adjustment		17¢-30¢		
Mine Labourer		\$10.45 (\$9.77)	\$11.38	\$12.30
Electrician 1		\$12.01 (\$10.50)	\$13.05	\$14.09
Technician (Electrical)		\$12.62 (\$11.00)	\$13.71	\$14.80

Previous rates reflect a \$1.20 Gold Adjustment Fold in.

Gold Adjustment: Effective in the second contract year, 1¢ per \$1 increase in the price of gold above the base of \$400 (\$230) per ounce, Canadian currency. Adjusted monthly. Capped at \$450. Effective June 1, 1984, the cap is \$520. (Previously, capped at \$350 in the last contract year.)

Shift Premium: 0-20¢-20¢ (0-10¢-15¢).

Night Shift Premium (Mill Crew): 25¢ per hour for 12-hour shift, 30¢ per hour for the 11:00 p.m. to 7:00 a.m. shift. (Previously, 30¢ per hour for steady night shift).

Sunday Premium: 50¢ (40¢) per hour. Effective June 1, 1983, 60¢. Effective June 1, 1984, 80¢.

Holiday Pay: Double time (time and one-half) plus holiday pay for up to 8 hours worked on Christmas Day, Boxing Day and New Year's Day, and three (two and one-half) times hourly rate after 8 hours worked.

Bereavement Leave: 5 (3) days' paid leave to attend the funeral of a mother, mother-in-law, father, father-in-law, brother, sister, wife, husband, child, son-in-law (new) and daughter-in-law (new).

3 (1) days' paid leave to attend the funeral of a grandparent, grandchild, sister-in-law, and brother-in-law.

Paid Vacation: 4 weeks at 9% (8%) after 12 (15) years' service and 5 weeks at 11% (10%) after 20 (22) years. Effective in the third contract year, 4 weeks after 11 years and 5 weeks after 19 years.

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$10,000) coverage, plus \$3,000 (new) for spouse, and \$1,000 (new) for each child.

Weekly Indemnity - Benefits increase to \$160 (\$120) per week, payable on a 1-1-5-6 basis with \$250 (\$200) per week payable for the next 20 weeks.

Long Term Disability - \$650 (\$500) per month, with offsets deductible, for employee disabled on or after June 1, 1982.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim for eyeglasses is \$125 per employee and immediate dependant, every 2 years.

Dental Plan - Dentures and/or their maintenance and repair are now included, payable on a 50%/50% co-insurance basis. Payments are based on the 1982 (1979) Ontario Dental Association fee schedule.

Pension Plan: \$10 (\$5) per month per year of service for current employee, commencing with the date of his last hiring.

Paid Education Leave (new): Employer pays 1¢ per hour worked to the Local union administered education fund.

Tool Allowance: \$120 (\$80) annual maximum. Effective in the second contract year, \$160.

COMMUNICATION

Canada Post - Public Service Alliance (CLC) (2,250 clerical, drafting and office equipment employees): A 19-month first agreement effective from June 23, 1982 to January 8, 1984, with wages retroactive to November 12, 1981, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages	Effective	Nov. 12/81*	Dec. 12/82
General Increases		13%	12.25%
<u>Annual Rates</u>			
CR-1		\$11,619-\$13,272 (\$10,282-\$11,745)	\$13,042-\$14,898
CR-4		\$18,222-\$19,925 (\$16,126-\$17,633)	\$20,454-\$22,366
CR-7		\$26,052-\$28,520 (\$23,055-\$25,239)	\$29,243-\$32,014

*Drafting employees effective date is September 14, 1981; office and equipment employees, November 9, 1981.

Hours of Work:	37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).
Shift Premium:	0-81¢-81¢ (0-30¢-40¢).
Weekend Premium:	\$1.01 (35¢) per hour for regular scheduled hours.
Standby Pay:	\$7 (\$6) per 8-hour period on a regular work day; \$14 (\$12) on a day of rest or paid holiday.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective April 1, 1982, 4 weeks after 8 (10) years' service, 5 weeks after 20 (22) years, 6 weeks after 30 years (new) and 7 weeks after 35 years (new). Also, 3 weeks after 1 year (unchanged).
Health and Welfare:	<u>Provincial Medicare</u> - Effective December 12, 1982, employer pays 70% (approximately 50%) of premium costs. <u>Dental Plan (new)</u> - All employees covered; premium costs shared with maximum of \$10 per month per employee paid by employer.
Leave for Family Related Responsibilities:	Maximum 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).
Maternity Leave:	Effective April 1, 1982, 2 weeks paid leave at 93% of salary. (Previously, employees received an allowance equal to 2 weeks of UIC benefits.) 15 additional weeks at difference between UIC benefits and 93% of salary (new).
Leave Without Pay:	<u>Paternity (new)</u> - Maximum 26 weeks. Total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee-couple, not to exceed 26 weeks combined. <u>Adoption</u> - Either spouse or may be shared; not to exceed total of 26 weeks combined (new). <u>Care and Nurturing of Pre-School Age Children (new)</u> - One or more periods to a total maximum of 5 years. <u>Personal Needs (new)</u> - Maximum one year, to be granted only once. <u>Relocation of Spouse (new)</u> - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.
NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of	

Spouse clauses is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.

Meal Allowance: \$5.50 (\$4.00) after 2 (3) overtime hours and \$4 (\$3) for the second meal.

Job Security: In case of technological change, the employer guarantees continuous employment for the duration of this agreement provided that affected employees are prepared to accept retraining, reassignment and/or relocation at the employer's expense (new).

NOTE: The second year of the Agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from April 1, 1982 to March 31, 1984, covering 326 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/82	Apr. 1/83
	General Increases	12.94%	9.6%
	<u>Outside Employees</u>		
	Group 8 (includes Labourer)	\$9.95-\$11.71 (\$8.81-\$10.37)	\$10.91-\$12.83
	Group 3 (includes Const. Mtce. Lineman Journeyman)	\$14.93 (\$13.22)	\$16.36
	Group 1 (includes Technical Draftsman)	\$16.01-\$16.56 (\$14.18-\$14.65)	\$17.55-\$18.15

Probationary period is 6 months. Maximum rates for Labourer and Technical Draftsman are reached after 12 months.

Inside Employees 35 Hour Week Employees

Group 1 (File Clerk)	\$246.15-\$351.63 (\$217.95-\$311.34)	\$269.78-\$385.39
Group 11 (Programmer Analyst)	\$575.29-\$611.40 (\$509.38-\$541.35)	\$630.52-\$670.09

40 Hour Week Employees

Group 6 (includes Engineering Technician 2nd Grade)	\$647.43-\$706.18 (\$573.25-\$625.27)	\$709.58-\$773.97
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Probationary period is 6 months. Maximum rates are reached after 3 years.

Previous rates reflect 2% COLA fold-in on October 1, 1981 and 2% on March 22, 1982.

Cost of Living Allowance: Effective in the second contract year, 1% for each full 1% change in the Consumer Price Index - 1971=100, using March 1983 as the base month. Triggered at 10.6%. Adjusted quarterly. (Previously, triggered at 9%).

Shift Premium: 0-38¢-43¢ (0-35¢-40¢). Effective April 1, 1983, 0-40¢-45¢.

Stand-by Pay (Troubleman): 38¢ (35¢) per hour when on stand-by between 2400 and 0800 hours. Effective April 1, 1983, 40¢.

Paid Vacation: 5 weeks after 17 (18) years' service and 6 weeks after 25 (26) years. Effective in 1983, 4 weeks after 9 (10) years and 6 weeks after 24 years.

Maternity Leave: Employer contributions to welfare benefits continue for up to a maximum of 17 weeks (new).

Health and Welfare: Dental Plan - Payments are based on the current (1981) Ontario Dental Association fee schedule.

Meal Allowance: \$5.75 (\$5.25). Effective in 1983, \$6.50

Safety Shoe Allowance: \$60 (\$50) annual maximum for Group A and \$30 (\$25) for Group B. Effective April 1, 1983, \$65 and \$35, respectively.

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (560 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/82	Feb. 1/83
General Increases		8%	Rates to be 14.2% over rates in effect August 31, 1982
Teacher-Category D 0-6 years		\$14,149-\$18,089 (\$13,101-\$16,749)	\$14,961-\$19,127
Teacher-Category A1 0-10 years		\$17,347-\$29,715 (\$16,062-\$27,514)	\$18,343-\$31,421
Teacher-Category A4 0-11 years		\$20,616-\$37,670 (\$19,089-\$34,880)	\$21,800-\$39,833
<u>Principal</u>			
"B" Schools 0-3 years		\$40,815-\$43,069 (\$37,792-\$39,879)	\$43,158-\$45,542

	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
"A" Schools 0-3 years	\$41,567-\$43,821 (\$38,488-\$40,575)	\$43,953-\$46,337
Cost of Living Provision:	Deleted. (Previous provision generated and paid two lump sum payments of \$150 and \$200.)	
Responsibility Allowances:	<u>Vice-Principal - 0-2 years</u> - \$2,425-\$2,964 (\$2,205-\$2,695). <u>County Supervisor</u> - \$3,706 (\$3,369). <u>County Co-ordinator</u> - \$4,178 (\$3,798). <u>Program Consultant of Special Services</u> - \$2,897 (\$2,634).	
Post Graduate Degree Allowance:	\$725 (\$700).	
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 ODA fee schedule.	
"4 Over 5 Years" Leave Plan (new):	Teacher with 3 years' teaching experience may elect to be paid at 80% of salary over 5 years in order to have the option of teaching 4 years and taking 1 year's leave of absence.	
Branch Affiliates Leave:	50 (20) school days per year for each President.	
<u>Essex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, settled at the bargaining stage. Duration of negotiations - 6 months.</u>		
Wages:	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Effective		
General Increases	9%	9%
Teacher-Level 1 0-6 years	\$14,446-\$20,828 (\$13,253-\$19,108)	\$15,746-\$22,703
Teacher-Level 4 0-10 years	\$18,965-\$30,482 (\$17,399-\$27,965)	\$20,672-\$33,225
Teacher-Level 7 0-12 years	\$23,569-\$38,454 (\$21,623-\$35,279)	\$25,690-\$41,915
Principal 0-2 years	\$42,767-\$44,063 (\$39,236-\$40,425)	\$46,616-\$48,029
Responsibility Allowances:	Increased by 9%, rounded to nearest \$10. <u>Vice-Principal (Bilingual School)</u> - \$1,800 (\$1,650) on appointment plus 2 increments of \$760 (\$700).	

Vice-Principal (Unilingual School) - \$1,740 (\$1,600) on appointment plus 2 increments of \$710 (\$650).

Co-ordinator - 0-2 years - \$2,510-\$3,920 (\$2,300-\$3,600).

Consultant - 0-2 years - \$1,250-\$1,910 (\$1,150-\$1,750).

Department Head - \$1,420 (\$1,300).

Head Teacher - \$650 (\$600).

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	Increases:		
	Teacher's Grid	11%	10.5%
	Principals and	10%	10%
	Vice-Principals		
	Teacher-Category 1	\$18,660-\$33,350	\$20,620-\$36,850
	0-11 years	(\$16,810-\$30,045)	
	Teacher-Category 4	\$22,180-\$40,480	\$24,510-\$44,730
	0-12 years	(\$19,980-\$36,470)	
	Vice-Principal	\$44,665-\$46,955	\$49,130-\$51,650
	0-3 years	(\$40,605-\$42,685)	
	Principal	\$49,005-\$53,460	\$53,905-\$58,805
	0-4 years	(\$44,550-\$48,600)	

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 421 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Jan. 3/83</u>
	General Increases	7%	1.87%
	Teacher Category D	\$13,618-\$18,940	\$14,127-\$19,648
	0-6 years	(\$12,727-\$17,701)	
	Teacher Category A1	\$17,624-\$30,844	\$18,283-\$31,997
	0-10 years	(\$16,471-\$28,826)	
	Teacher Category A4	\$20,561-\$38,185	\$21,330-\$39,613
	0-12 years	(\$19,216-\$35,687)	

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, above the August 31, 1982 base. Triggers at 12%. Capped at \$300 per branch affiliate member. (Previous provision inoperative.)

Responsibility Allowances: Principal \$8,487 (\$7,862)
Vice-Principal \$4,246 (\$3,931)
Principal-Assistant \$ 982 (\$ 912)

Sick Leave: Maximum accumulation of 240 (205) days.

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A
12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 213 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/82
General Increase 11%
Teacher - Category D \$14,271-\$19,837
0-6 years (\$12,857-\$17,871)
Teacher - Category A1 \$18,868-\$32,116
0-11 years (\$16,998-\$28,933)
Teacher - Category A4 \$22,521-\$40,144
0-11 years (\$20,289-\$36,166)

Responsibility Allowances: Principals -
Group A \$5,875 (\$5,100)
Group B \$7,415 (\$6,732)
Group C \$10,210 (\$9,714)
Vice-Principal - \$3,373 (\$3,066)
Consultant - \$4,358 (\$3,962)

Special Education Allowance: \$325 (\$500) for teacher with elementary certificate, \$425 (\$650) for teacher with intermediate certificate and \$525 (\$800) for teacher with specialist or supervisor's certificate. Effective September 1, 1983, \$150, \$200 and \$275, respectively. Effective September 1, 1984, allowance is deleted.

Special Allowance: \$660 (\$600) for administrative assistant.

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A
12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/82
General Increase 11%

Sept. 1/82

Teacher-Category D 0-6 years	\$15,460-\$20,650 (\$13,900-\$18,560)
Teacher-Category A1 0-10 years	\$18,120-\$31,310 (\$16,290-\$28,140)
Teacher-Category A4 0-10 years	\$21,350-\$40,050 (\$19,190-\$36,000)

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	10%
	Teacher Category D 0-6 years	\$14,150-\$19,970 (\$12,860-\$18,150)
	Teacher Category A1 0-10 years	\$18,400-\$30,910 (\$16,730-\$28,100)
	Teacher Category A4 0-12 years	\$22,150-\$38,350 (\$20,140-\$34,860)

Responsibility Allowances: Principal - \$410 (\$370) per classroom. Maximum 5 years experience allowance at \$660 (\$600) per year.

Vice-Principal - \$330 (\$300) per grade 9 and 10 class in operation.

Co-ordinator - \$3,920 (\$3,560) per year.

Specialty Allowance: \$300 (\$270) per classroom.

Sick Leave: Up to \$5,000 (new) retirement gratuity for teachers hired after June 30, 1982.

"4 over 5 Years" Leave Plan (new): Employee with 6 years' service may elect to be paid at 80% of salary for 5 years in order to take 1 of the years as a leave of absence.

Travelling Allowance: \$1,500 (\$1,350) per year for full-time Co-ordinator. \$222 (\$200) per year for the Principal of St. Mary - St. Vincent School. 30¢ (27¢) per mile for all other approved mileage.

Lambton County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>
	COLA Fold-in	1.85% applied against rates in effect Sept. 1/81-Aug. 31/82

Increases:	
Teachers' Grid	11.97%
Principals and Vice Principals	10.4%

Teacher-Category 1	\$18,558-\$31,721
0-11 years	(\$16,272-\$27,814)

Teacher-Category 4	\$22,530-\$40,400
0-12 years	(\$19,755-\$35,424)

Vice-Principal*	\$44,202-\$47,602
0-2 years	(\$39,312-\$42,336)

Principal*	\$50,517-\$54,160
0-2 years	(\$44,928-\$48,168)

*For holders of M. Ed. Degree add \$550 (unchanged).

Cost of Living Provision:	Inoperative. (Previously, 1% per 1% rise in the Consumer Price Index - 1971=100. Triggered at 8%. Capped at 2%. Calculated and paid monthly and folded into rates at the end of the contract.)
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Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.
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Redundancy:	<u>Supply Pool</u> - Up to 8 (2) full-time teachers at full salary and fringe benefits.
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Pays a mileage allowance for any supply teacher required to teach in more than one school on the same day (new).

Severance Pay (new): A permanent teacher declared redundant after June 15 may elect severance pay in lieu of assignment to the Supply Pool. Pays from 10% to 50% of annual salary for employees with 2 to 10 years of continuous teaching experience with the Board.

Lanark County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Increases	11% for Teachers; 9% for Principal and Vice-Principal
	Teacher-Category A1	\$19,130-\$32,450
	0-11 years	(\$17,230-\$29,220)

Sept. 1/82

Teacher-Category A4	\$22,740-\$40,750
0-12 years	(\$20,480-\$36,700)
Vice-Principal	\$44,610-\$48,160
0-3 years	(\$40,930-\$44,180)
Principal	\$50,660-\$54,210
0-3 years	(\$46,480-\$49,730)
Responsibility Allowance:	Unqualified Sub. Head and \$1,000 (new)
	Unqualified Head
	Co-ordinator \$4,430 (\$4,010).
Bereavement Leave:	Legal guardian is added for 5 days' paid leave.
Special Leave:	Legal guardian is added for 1 day's paid leave in the event of serious illness.

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A
 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 401 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	10%
	Teacher-Level D	\$15,030-\$21,464
	0-6 years	(\$13,664-\$19,513)
	Teacher-Level A1	\$19,028-\$31,701
	0-10 years	(\$17,298-\$28,819)
	Teacher-Level A4	\$23,482-\$40,398
	0-13 years	(\$21,347-\$36,725)
Responsibility Allowances:	<u>Principal</u>	
	A School	\$3,611-\$6,500 (\$3,208-\$6,097)
	B School	\$5,311-\$8,200 (\$5,132-\$8,021)
	C School	\$7,111-\$10,000 (\$7,057-\$9,946)
	Co-ordinator, Special Education	\$2,300-\$5,384 (new)
	Supervisor of Curriculum	\$6,500 (\$6,270)

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC)
 (full and part-time teacher assistants and office and clerical employees): A 14-month renewal office and clerical agreement effective from August 1, 1982 and a 13-month renewal agreement covering teacher assistants effective from September 1, 1982. The agreements covering a total of 339 employees, expire September 30, 1983 and were settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages

Office and Clerical

Effective	<u>Aug. 1/82</u>	<u>July 1/83</u>
General Increases	12%	2%
Job Group I (includes Clerk/ Typist)	\$6.17-\$7.60 (\$5.51-\$6.79)	\$6.29-\$7.75
Job Group VII (Senior Secretary III)	\$10.00-\$12.35 (\$8.93-\$11.03)	\$10.20-\$12.60

Teacher Assistants

Effective	<u>Sept. 1/82</u>	<u>Aug. 1/83</u>
General Increases	12%	1%
Pre-School, Kinder- garten and Special Education - Develop- mentally Handicapped	\$6.59-\$8.02 (\$5.88-\$7.16)	\$6.65-\$8.10

Health and
Welfare:

OHIP - Employer pays 40% of premium costs for part-time employees working 17 1/2 hours or more per week (new).

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,090 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
Average Increases	12.2%	0.3%
Teacher-Category D 0-9 years	\$15,350-\$21,300 (\$14,066-\$19,349)	\$15,650-\$21,950
Teacher-Category A1 0-10 years	\$17,500-\$29,700 (\$15,912-\$26,857)	\$18,050-\$30,550
Teacher-Category A4 0-10 years	\$21,500-\$39,300 (\$19,349-\$35,310)	\$22,100-\$40,500
Vice-Principal 0-1 year	\$41,550-\$42,800 (\$36,990-\$38,090)	\$42,750-\$44,000
Principal or Co-ordinator 0-2 years	\$44,300-\$46,800 (\$39,720-\$41,920)	\$45,400-\$47,900

Previous rates reflect 2% COLA fold-in up to a maximum of \$690, paid in June, 1982.

Cost of Living Provision: Deleted.

Health and Welfare: Life Insurance - 2 1/2 times salary to a maximum of \$120,000 (\$100,000) coverage.

Dental Plan - \$1,500 (\$1,000) maximum coverage for orthodontic services.

Pupil-Teacher Ratio: Effective September 1983, 27.5:1 (27.9:1)

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/82	Jan. 1/83
General Increases		11.9%	Rates to be 13.9% over rates in effect August 31, 1982
Teacher-Category D 2-8 years		\$15,694-\$21,081 (\$14,025-\$18,839)	\$15,974-\$21,458
Teacher-Category A1 0-10 years		\$17,233-\$29,236 (\$15,400-\$26,127)	\$17,541-\$29,759
Teacher-Category A4 0-10 years		\$20,928-\$38,468 (\$18,702-\$34,377)	\$21,302-\$39,155

Cost of Living Provision: Deleted. (Previous provision generated a 1.5% lump sum payment.)

Responsibility Allowances: Principal - 43% (unchanged) of Category A1 minimum.

Vice-Principal - 45% (unchanged) of Principal's allowance.

Co-ordinator - 43% (unchanged) of Category A1 minimum.

Acting Co-ordinator - \$3,800 (\$3,500).

Teacher (designated to replace principal when absent and where there is no vice-principal) - \$800 (\$700).

Department Heads - Major - \$2,300 (\$2,000).

Minor - \$1,550 (\$1,350).

Assistant Head - \$520 (\$450)

Health and Welfare: Life Insurance - Coverage may be \$50,000, \$75,000 or \$100,000. (Previously, 2 times salary - minimum of \$25,000 coverage.) Employer pays 85% of premium costs (unchanged).

Long Term Disability - 75% (70%) of predisability earnings to a maximum of \$3,000 (\$2,000) per month.

Transportation Allowance: 34¢ (25¢) per mile.

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (4,850 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/82
	General Increase	10%
	Teacher-Category D 0-7 years	\$13,360-\$22,699 (\$12,145-\$20,635)
	Teacher-Category A1 0-10 years	\$18,818-\$32,321 (\$17,107-\$29,383)
	Teacher-Category A4 0-10 years	\$22,553-\$40,366 (\$20,503-\$36,696)

Vice Principals*

Categories A1 or A2	\$37,280-\$38,480 (\$33,742-\$34,942)
A3	\$41,082-\$42,282 (\$37,152-\$38,352)
A4	\$43,110-\$44,310 (\$38,971-\$40,171)

*4 increments to maximums. \$900 less for each year of experience less than 10 years total teaching and vice-principal experience. Vice-principals without a recognized university degree, \$2,300 less than scale for Categories A1 or A2 (unchanged).

Principals

Less than 450 pupils 0-5 years	\$42,413-\$46,413 (\$38,743-\$42,743)
450-899 pupils 0-5 years	\$44,463-\$48,463 (\$40,393-\$44,393)
900 or more pupils and designated schools 0-5 years	\$45,838-\$49,838 (\$42,168-\$46,168)

Responsibility Allowances:	<u>Department Heads</u>	<u>Qualified</u>	<u>Acting</u>
	Major	\$3,000 (\$2,731)	\$1,500 (\$1,366)
	Minor	\$1,500 (\$1,366)	\$750 (\$683)
	Supervisor	\$1,385 (\$1,185)	
	Resource Teacher	\$1,385 (\$1,185)	

Special Education Assignments

Part 1, Special Education Qualification - \$500 (\$465)
 Part 2, Special Education Qualification - \$750 (\$696)
 Specialist - \$975 (\$902)

Extra Degree Allowance: Post Graduate Degree - \$800 (\$742).
 Second Post Graduate Degree - \$285 (\$265).

Health and Welfare: OHIP - Employer pays 100% (85%) of premium costs.

Monthly Car Expense Allowance: \$66 (\$62) per month plus \$4.25 (\$3.88) per kilometre between schools, for Itinerant teachers. Effective March 29, 1983, \$66, plus \$4.90 per kilometre. Rates for special education teachers, consultants and supervisors vary.

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (900 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	9.43%
	Teacher-Category D 0-5 years	\$14,170-\$19,720 (\$12,928-\$18,028)
	Teacher-Category A1 0-12 years	\$18,200-\$32,300 (\$16,632-\$29,472)
	Teacher-Category A4 0-12 years	\$22,610-\$40,610 (\$20,775-\$36,975)

Responsibility Allowances: Principals
 Group 1 (1-120 students) \$2,645-\$6,025 (\$2,345-\$5,625)
 Group 2 (121-350 students) \$4,620-\$8,000 (\$4,220-\$7,500)
 Group 3 (351 or more students) \$5,655-\$9,035 (\$5,155-\$8,435).

Vice-Principal - \$2,309-\$4,183 (\$2,109-\$3,983).

Consultant - \$3,750-\$6,750 (\$3,398-\$6,618).

Health and Welfare: Optional Dependant and Spousal Life Insurance (new) - \$2,000 payable upon death of spouse; \$1,000 payable upon death of dependant from the age of 14 days to 16 years. Also provides a monthly spousal survivor's benefit for each dependant child of \$200. 100% employee paid.

Education Development Fund: \$40,450 (\$38,500) per school year.

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (800 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	9.43%
	Teacher-Group 1	\$18,200-\$32,300
	0-12 years	(\$16,632-\$29,472)
	Teacher-Group 4	\$22,610-\$40,610
	0-12 years	(\$20,775-\$36,975)
	Consultants	\$43,736-\$46,192
	0-4 years	(\$38,940-\$42,300)
	Vice-Principal	\$44,646-\$47,646
	0-4 years	(\$39,850-\$43,630)
	Principal	\$49,831-\$53,983
	0-4 years	(\$45,035-\$49,435)

Health and Welfare: Optional Dependant and Spousal Life Insurance (new) - \$2,000 payable upon death of spouse; \$1,000 payable upon death of each dependant from the age of 14 days to 16 years. Also provides a monthly spousal survivor's benefit for each dependant child of \$200. 100% employee paid.

Education Development Fund: \$73,500 (\$70,000) per school year.

Ottawa Board of Education - Ottawa Board of Education Employees' Union (Ind.) (800 maintenance, services and plant employees): A 12-month renewal agreement effective from March 16, 1982 to March 15, 1983, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 16/82</u>
	Average Increase	11.5%

Full-Time Employees Mar. 16/82

Chief Custodian \$18,134
(\$16,264)

Electrician Maintenance \$23,088
(\$20,551)
Category 1

Part-Time Employees

Kitchen Assistant \$5.26
(\$4.72)

Caretaker \$6.48-\$6.90
(\$5.80-\$6.19)

Hours of Work: 40 per week (unchanged).

Other Premium Chief Custodians and Custodians Category 3 with a fourth Class
ly: Engineering Certificate - \$256 (\$230) per year.

Working Foremen - Four or More Employees - \$385 (\$345) per year.

Custodian Moved to Larger School or if an Addition is Constructed
- \$6.90 (\$6.20) per school month per additional room.

Addition of Portable Classrooms - \$69 (\$62) per year per
classroom, payable to custodian when rooms are in use.

Paid Holidays: 10 plus 2 half-days (unchanged).

Paid Vacation: 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year,
an additional day per year after 6 years up to 10 years and 4
weeks after 10 years (unchanged).

North County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1,
1982 to August 31, 1983, covering 366 employees, settled at the
bargaining stage. Duration of negotiations - 2 months.

Effective	<u>Sept. 1/82</u>	<u>Jan. 1/83</u>
Increases	6.53%-6.72% for Teacher Categories A1 and A2; 8.71% for all others	4.76%-6.08%
Teacher-Category D 0-6 years	\$13,510-\$18,985 (\$12,430-\$17,464)	\$14,158-\$19,891
Teacher-Category A1 0-11 years	\$17,345-\$29,375 (\$16,282-\$27,573)	\$18,400-\$31,161
Teacher-Category A4 0-12 years	\$21,040-\$38,000 (\$19,355-\$34,955)	\$22,045-\$39,814

	Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
	Increases	10.38%-11.39% for Principal-A and B Schools	\$1,795 on Principal -B School minimum rate; \$2,800 on all other rates
	Principal- A School	\$44,100-\$46,120 (\$39,592-\$41,780)	\$46,900-\$48,920
	Principal- B School	\$41,975-\$44,050 (\$37,720-\$39,908)	\$43,770-\$46,850
Cost of Living Provision:	Deleted.		
Responsibility Allowances:	<u>Principal-C School</u> - \$3,500 (Previously, \$800 per room to a maximum of four rooms). <u>Vice-Principal</u> - \$3,500 (\$2,963) <u>Consultant</u> \$3,500 (\$3,319)		
Extra Degree Allowance:	\$662 (\$600) for teacher who holds post-graduate degrees at the Master's level, excluding Bachelor of Education.		
Bereavement Leave:	Absence due to death of aunts, uncles, nephews, nieces, or absence occasioned by teacher's active role as pall bearer, flower bearer or the like have been added to the provision for a maximum of 3 days' paid leave in the school year.		
Health and Welfare:	<u>Long Term Disability (new)</u> - Employee pays 100% of the premium costs. Other details have not been determined.		
<u>Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation.</u> (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 5 months.			
Wages:	Effective	<u>Sept. 1/82</u>	
	General Increase	10.5%	
	Teacher-Category D 0-5 years	\$14,045-\$18,182 (\$12,710-\$16,454)	
	Teacher-Category A1 0-11 years	\$17,109-\$32,508 (\$15,483-\$29,419)	
	Teacher-Category A4 0-12 years	\$22,243-\$40,204 (\$20,129-\$36,384)	
Responsibility Allowances:	<u>Principal's Alternate</u> - \$232 (\$116) per annum. All other current allowances increase by 8%.		

Health and Welfare: Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 346 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/82	Feb. 1/83
Average Increases		8.25%	4%
Teacher D 0-5 years		\$14,180-\$18,620 (\$13,100-\$17,200)	\$14,708-\$19,308
Teacher A1 0-10 years		\$17,670-\$29,410 (\$16,328-\$27,168)	\$18,326-\$30,496
Teacher A4 0-11 years		\$21,965-\$37,640 (\$20,292-\$34,768)	\$22,780-\$39,027

Previous rates reflect a 2% COLA fold-in.

Cost of Living Provision: Deleted.

Responsibility Allowances: Current allowances increase by 5%.

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,240 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 18 months.

Wages:	Effective	Sept. 1/81	Jan. 16/82	Sept. 1/82
Increases:				
Teachers (on maximum rates)		6.2%	3.8%	8.8%
Principals		6%	3.76%	7.34%
Teacher- Category I 0-6 years		\$12,423-\$17,043 (\$10,926-\$16,048)	\$13,069-\$17,690	\$13,100-\$19,241
Teacher- Category IV 0-11 years		\$17,921-\$28,646 (\$15,757-\$26,966)	\$18,855-\$29,723	\$18,893-\$32,332

	<u>Sept. 1/81</u>	<u>Jan. 16/82</u>	<u>Sept. 1/82</u>	
Teacher- Category VII 0-11 years	\$21,233-\$36,358 (\$19,288-\$34,226)	\$22,262-\$37,728	\$23,125-\$41,037	
<u>Principals</u>				
Schools with 8-15 Teachers 0-4 years	\$39,694-\$43,076 (\$37,447-\$40,638)	\$41,186-\$44,696	\$44,209-\$47,976	
Schools with 16 or more Teachers 0-4 years	\$41,109-\$44,530 (\$38,782-\$42,009)	\$42,654-\$46,204	\$45,785-\$49,595	
Responsibility Allowances:	<u>Principals of Schools with 1 to 7 Teachers</u> - Paid salary plus \$972 (\$917) per equivalent full-time teacher, to a total maximum of \$41,394 (\$38,958). Effective January 16, 1982, \$1,010 and \$42,889 respectively. Effective September 1, 1982, \$1,100 and \$46,184 respectively.			
	<u>Vice-Principal - 0-2 years</u> - \$2,855-\$3,355 (\$2,585-\$3,050).			
Extra Degree Allowance:	\$715 (\$650).			
Health and Welfare:	<u>Dental Plan (new)</u> - Provides preventative and restorative coverage. Employer pays 50% of premium costs.			
<u>Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (950 employees):</u> A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 18 months.				
Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>	<u>Sept. 1/82</u>
Increases:				
Teachers (on maximum rates)	6%	3.76%	8.8%	
Principal and Vice-Principal	6%	3.76%	7.34%	
Teacher- Category IV 0-11 years	\$17,921-\$28,646 (\$15,791-\$27,025)	\$18,855-\$29,723	\$18,893-\$32,332	
Teacher- Category VII 0-11 years	\$21,233-\$36,358 (\$19,329-\$34,300)	\$22,262-\$37,728	\$23,125-\$41,037	
Vice-Principal	\$40,811-\$43,556 (\$38,501-\$41,091)	\$42,346-\$45,193	\$45,453-\$48,512	
Principal	\$47,446-\$51,138 (\$44,760-\$48,245)	\$49,230-\$53,062	\$52,843-\$56,957	

Responsibility Allowances: Director - \$3,306 (\$3,148). Effective September 1, 1982, \$3,471.
Department Heads - Major - \$2,800 (\$2,666). Effective September 1, 1982, \$2,940
 Minor - \$1,709 (\$1,627). Effective September 1, 1982, \$1,794.
Assistant - \$1,242 (\$1,182). Effective September 1, 1982, \$1,304.

Major Subject Chairman - Same as Assistant Department Head.

Minor Subject Chairman - \$886 (\$843). Effective September 1, 1982, \$930.

Extra Degree Allowance: \$707 (\$673). Effective September 1, 1982, \$742.

Related Trade or Professional Experience: \$334 (\$318) per year per applicable year of experience. Maximum 10 years of credit. Effective September 1, 1982, \$351.

Health and Welfare: Dental Plan (new) - Provides preventative and restorative coverage. Employer pays 50% of premium costs.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 322 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	11%
	Teacher-Category D	\$14,465-\$19,605
	0-6 years	(\$13,030-\$17,660)
	Teacher-Category A1	\$18,950-\$31,200
	0-10 years	(\$17,070-\$28,110)
	Teacher-Category A4	\$23,170-\$39,375
	0-12 years	(\$20,875-\$35,475)

Responsibility Allowances: Principal - "A" School, \$6,000 (\$5,500) plus experience allowance of \$600 (unchanged) per year up to a maximum of 5 years.

"B" School, \$5,300 (\$4,800) plus \$600 (unchanged) per year experience allowance up to a maximum of 5 years.

Consultant - \$2,000 plus experience allowance of \$450 per year up to a maximum of 5 years. (Previously, \$4,000 for fully qualified with specialist certificate, and \$2,000 for partly qualified).

Co-ordinator (new) - \$3,000 plus experience allowance of \$450 per year to a maximum of 5 years.

Health and
Welfare:

Life Insurance - Employer pays 90% of premium costs for \$25,000 (\$15,000) compulsory coverage and \$50,000 (\$25,000) optional coverage.

Extended Health Care - Maximum claim for eye glasses increases to \$100 (\$75) every 2 years.

Dental Plan - Mutual Life plan Part 2 to be implemented.
Employer pays 85% of premium costs.

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
General Increases	12.5%	11%*
Teacher D 0-5 years	\$13,855-\$19,155 (\$12,315-\$17,025)	\$15,380-\$21,260
Teacher Group 1 0-11 years	\$19,260-\$32,710 (\$17,120-\$29,075)	\$21,380-\$36,310
Teacher Group 4 0-11 years	\$22,150-\$40,460 (\$19,690-\$35,965)	\$24,600-\$44,910

Wage Reopener*:

Parties agree to a salary review if the Consumer Price Index increases in excess of 12.3% using August, 1983 as the base and terminating with the June 1984 index.

Responsibility
Allowances:

Principal - \$2,997 (\$2,664) plus \$480 (\$427) per teacher per year calculated to the nearest tenth to a maximum of sixteen teachers. Effective September 1, 1983, \$3,370 plus \$540 per teacher per year.

Vice-Principal - \$4,617 (\$4,104). Effective September 1, 1983, \$5,194.

Co-ordinator - \$5,000. Effective September 1, 1983, \$5,550.
(Previously, \$1,940-\$3,380 for 0-4 years' experience).

Consultant (new) - \$3,500. Effective September 1, 1983, \$3,885.

Principal's Designate - 1/400th of the principal's basic per annum allowance for each half day that the principal is absent from the school on Board approved business (Previously, 1/200th of basic allowance for each full day).

Chairman at Osnabruck-Rothwell School (new) - \$2,025. Effective September 1, 1983, \$2,247.

Extra Degree
Allowance:

\$445 (\$330) for B.Paed. and M.Ed.

Bereavement Leave: Step-parent is added to the provision for 3 consecutive days' paid leave to attend the funeral.

Adoption Leave: Employer pays the adoptive mother 50% of the rate that she would have received had she been eligible for UIC benefits for a period of 17 weeks, subject to modification should the Commission recognize adoption leave for UIC purposes as it now does for maternity leave (new).

Timmins District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	12%
	Teacher DI 0-8 years	\$15,379-\$20,875 (\$13,731-\$18,635)
	Teacher AI-IV 0-10 years	\$19,482-\$30,612 (\$17,395-\$27,335)
	Teacher A4-VII 0-11 years	\$22,841-\$37,647 (\$20,394-\$33,616)

Responsibility Allowances: Current allowances increase by 12%.

"4 over 5 Years" Leave Plan (new): Employee may elect to be paid at 80% of salary over 5 years in order to have the option of teaching 4 years and taking 1 year's leave of absence.

Health and Welfare: Life Insurance - \$35,000 (\$25,000) compulsory coverage, plus an additional \$35,000 (\$25,000) optional coverage. Employer pays 85% of premium costs (unchanged). Additional optional coverage of \$60,000 (\$50,000), plus \$10,000 (new) for spouse, and \$5,000 (new) for each dependant child is 100% paid by employee.

Extended Health Care - Maximum claim for eyeglasses increases to \$100 (\$75) every 2 years.

Dental Plan - Rider #2 is implemented. Employer pays 50% of the premium costs.

Wellington County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	8%	3%
	Teacher Level I 0-6 years	\$13,512-\$19,665 (\$12,511-\$18,208)	\$13,917-\$20,255
	Teacher Level IV 0-11 years	\$17,107-\$31,393 (\$15,840-\$29,068)	\$17,620-\$32,335
	Teacher Level VII 0-13 years	\$20,835-\$38,295 (\$19,292-\$35,458)	\$21,460-\$39,444

Responsibility Allowances: Principal - \$3,800 (\$3,100) plus experience allowance of \$108 (unchanged) per year to a maximum of 10 years and \$200 (unchanged) per teacher.

Vice Principal - \$1,992 (\$1,672) plus experience allowance of \$108 (unchanged) per year to a maximum of 10 years and \$119 (unchanged) per teacher.

Supervisor - \$3,917 (\$3,717)

Curriculum Co-ordinator - \$3,272 (\$3,072).

The maximum responsibility allowance shall be the lesser of \$10,000 (unchanged) or an amount such that the gross salary of the teacher concerned shall not exceed \$49,720 (\$46,183) for the period September to December 1982, and \$50,869 for the period January to August 1983.

Health and Welfare: Life Insurance - Maximum coverage increases to \$40,000 (\$30,000) \$80,000 (\$60,000), and \$120,000 (\$90,000) in classifications A, B and C respectively.

Dental Plan - Rider #1 to be added to Blue Cross Plan #7.

Teacher-Funded Leave Plan and Retirement Gratuity: Discussions to continue on these issues.

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 235 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 1/82</u>	<u>July 1/82</u>
	COLA Fold-in	31¢	
	Increase		3% on the average excluding former Caretaker Engineer who is now performing care-taking duties
	Cleaner	\$9.81-\$10.21 (\$9.50-\$9.90)	\$10.14-\$10.54

	<u>June 1/82</u>	<u>July 1/82</u>
Caretaker	\$10.38-\$10.72 (\$10.07-\$10.41)	\$10.71-\$11.05
Maintenance	\$11.53 (\$11.22)	\$11.86

Previous rates reflect COLA fold-ins of, 59¢ on November 1, 1979, 74¢ on November 1, 1980 and 89¢ on November 1, 1981.

Maximum rates are reached upon completion of the 2 month probationary period.

st of Living
allowance:

Clause suspended in 1982. Effective in 1983, 1¢ for each 0.3 point change in the Consumer Price Index-1971=100, using December 1982 as the base. Adjusted quarterly. (Formula unchanged.)

leage
allowance:

37¢ (30¢) per mile for authorized employee travelling regularly between two or more locations. Preventive Maintenance employee (previously called Caretaker-Engineer) receives \$123 (\$100) per month minimum driving allowance for up to 4,000 miles travelled per year, plus 37¢ (30¢) per mile in excess of 4,000 miles.

ck Leave:

Effective June 9, 1982, pay-out of 50% of accumulative sick leave credits up to a maximum of 6 months' pay for employee with 5 years' service who quits. Will not apply to employee hired on or after May 31, 1982, and who leaves prior to normal retirement date, except in disability cases.

rk Region Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,300 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

ges:

Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
General Increases	9.5%	1% non-compounded

Teacher-Category D 0-5 years	\$14,380-\$19,975 (\$13,132-\$18,242)	\$14,511-\$20,157
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Teacher-Category A1 0-11 years	\$19,453-\$32,912 (\$17,765-\$30,057)	\$19,630-\$33,213
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Teacher-Category A4 0-12 years	\$22,879-\$40,894 (\$20,894-\$37,346)	\$23,088-\$41,267
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Principals
0-5 years

Less than 500 students	\$41,947-\$47,901 (\$38,308-\$43,745)	\$42,330-\$48,338
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500 or more students	\$43,440-\$49,392 (\$39,671-\$45,107)	\$43,836-\$49,843
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Responsibility Allowances:	<u>Master Teacher</u> - \$3,105-\$4,403 (\$2,929-\$4,154).
	<u>Special Education Consultant</u> - \$3,669-\$4,911 (\$3,461-\$4,633).
Extra Degree Allowances:	\$249-\$875 (\$235-\$825).
Health and Welfare:	<u>Vision Care</u> - \$80 (\$60) every 2 years.
	<u>Dental Plan</u> - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.
Pupil-Teacher Ratio:	19.3:1 (19.6:1).

York Region Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (994 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/82	Feb. 1/83
	General Increases	9.5%	1% non-compounded
	Teacher-Category I 0-11 years	\$19,277-\$32,912 (\$17,605-\$30,057)	\$19,454-\$33,213
	Teacher-Category IV 0-11 years	\$22,717-\$40,894 (\$20,746-\$37,346)	\$22,924-\$41,267
	Vice-Principal 0-5 years	\$44,206-\$48,077 (\$40,658-\$44,529)	\$44,579-\$48,450
	Principal 0-5 years	\$49,668-\$54,853 (\$46,120-\$51,305)	\$50,041-\$55,226

Responsibility Allowances:	<u>Guidance Co-ordinator</u> \$5,598-\$6,194 (\$5,281-\$5,843).
	<u>Branch Director</u> - \$3,514-\$4,169 (\$3,315-\$3,933).
	<u>Chairman of Area</u> - \$3,514 (\$3,315).
	<u>Commercial Director</u> - \$2,978 (\$2,809) or \$3,216 (\$3,034) depending on number of cycles.
	<u>Technical Director</u> - Same as Commercial Director.
	<u>Associate Head</u> - \$2,084 (\$1,966).
	<u>Minor Head (Subject Chairman)</u> - \$1,847 (\$1,742).
	<u>Acting Head, Assistant Head or Senior Teacher</u> - \$1,370 (\$1,292).
Extra Degree Allowances:	Ph.D. or Ed.D. - \$875 (\$825).
	M.A. - \$689 (\$650).
	Related Bachelor's Degree - \$249 (\$235).

Health and Welfare: Vision Care - \$80 (\$60) every 2 years.
Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Pupil-Teacher Ratio: Planning Figure - 16.39:1 (16.83:1)

York University Board of Governors - Faculty Association (Ind.) (930 academic staff employees): A 12-month renewal agreement effective from May 1, 1982 to April 30, 1983, settled at the post mediation bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>May 1/82</u>
	General Increase	10.45%
	Lecturer	\$19,008 (\$17,210)
	Assistant Professor	\$23,239 (\$21,040)
	Professor	\$37,487 (\$33,940)
	Assistant Librarian	\$19,760 (\$17,890)
	Senior Librarian	\$31,865 (\$28,850)

Annual Career Progress Increment: \$1,005 (\$900).

Health and Welfare: Dental Plan - Payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

Children's Aid Society of Metropolitan Toronto - Local 2316 Canadian Union of Public Employees (CLC) (550 employees): A 12-month renewal agreement effective from January 2, 1982 to January 1, 1983, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 25/82</u>
	General Increase	12%
	<u>Annual Rates</u>	
	Level 2 (includes Clerk Typist 1)	\$12,830-\$15,008 (\$11,455-\$13,400)
	Level 7 (includes Child Care Worker 2)	\$17,405-\$21,176 (\$15,540-\$18,907)

Jan. 25/82

Level 12 (includes Social Worker)	\$24,181-\$29,418 (\$21,590-\$26,266)
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Special Increment Increase - Effective August 1981, employees hired during 1980 and still on staff will receive an additional increment increase to the next step in their level.

Effective after June 18, 1982, 6 (3) consecutive calendar months' probationary period for clerical employees over job level 5.

Hours of Work:	General Service and Child Care employees - 40 per week; Social Work and Office employees - 35 per week (unchanged).
Shift Premium:	30¢ (25¢) per hour for all work by residential staff between 6 p.m. and 6 a.m.
Overtime Pay:	Time and one-half (straight time) for work on first scheduled day of rest; double time (unchanged) for working a second scheduled day of rest.
Work on Paid Holiday:	Double time (time and one-half) for work on Christmas or New Years.
Paid Holidays:	12 days (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).
Long Service Bonus:	\$150 for employees with 15 years of service by December 31, 1982. (Provision originally scheduled to end with the previous agreement but has been extended unchanged for this agreement.)
Health and Welfare:	OHIP - Effective August 1, 1982, employer pays 100% (90%) of premium costs. <u>Short Term Sickness Plan</u> - Effective retroactively to the settlement date of the previous agreement, 66 2/3% of regular salary for a maximum of 100 (75) days provided any accumulated sick leave credits are used first and counted as part of the 100 (75) days. <u>Dental Plan</u> - Effective August 1, 1982, 100% coverage (previously 80%/20% co-insurance) after \$50 dependant/\$25 single deductible.
Paid Maternity Leave (new):	Effective for employees commencing maternity leave after June 18, 1982, 5 days.
Paid Paternity Leave (new):	5 days (previously without pay).
Education Leave:	2 (3) years of continuous service for eligibility.
Notice of Lay-Off:	Effective after June 18, 1982, minimum of 4 (3) weeks.
Mileage Allowance:	Effective after June 18, 1982, 33¢ (30¢) per mile plus \$5 per month to offset insurance expenses.

Extendicare Ltd. and 7 other companies representing a total of 33 nursing care homes* in Ontario - Several locals, Service Employees International (AFL-CIO/CLC) (2,300 full-time and part-time employees): Several 24-month renewal agreements effective from April 1, 1981 to March 31, 1983, settled by arbitration. Duration of negotiations - 17 months.

*25 of the homes have separate part-time bargaining units.

Wages:	Effective	Apr. 1/81	Oct. 1/81	Apr. 1/82	Oct. 1/82
	General Increases	50¢	50¢	50¢	65¢
<u>Extendicare Ltd.</u>					
	Aide (House-keeping, laundry, dietary)	\$5.75-\$6.25 (\$5.25-\$5.75)	\$6.25-\$6.75	\$6.75-\$7.25	\$7.40-\$7.90
	Registered Nurse Assistant	\$6.50-\$7.00 (\$6.00-\$6.50)	\$7.00-\$7.50	\$7.50-\$8.00	\$8.15-\$8.65
	Maintenance	\$7.55-\$8.05 (\$7.05-\$7.55)	\$8.05-\$8.55	\$8.55-\$9.05	\$9.20-\$9.70

Retroactivity - Effective April 1, 1981 for all hours paid by the employer to all employees on the payroll as of March 1, 1981.

Lead Hand Rate - Discontinued. (Previously paid 20¢ per hour above classification range.)

Wage Progression - 1,950 paid hours between steps for full-time employees; 1,800 (1,950) for part-time employees.

Superior Provisions: Provisions awarded and reported below are considered superceded by any agreement with any home already providing superior benefits or conditions of work. Previous provisions refer specifically to the Extendicare Ltd. agreement.

All changes are effective upon release of the arbitration award unless stated otherwise.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: Effective April 1, 1982, 0-25¢-25¢ (0-14¢-14¢).

Temporary Transfer (new): If assigned to a higher classification for more than half a shift, employee receives the rate in the higher salary range immediately above employee's regular rate for the entire shift and thereafter until the transfer terminates. Applies to full and part-time bargaining units.

Paid Holidays: 11 days (unchanged).

Paid Holidays (Part-time Employees):	Employee qualifies for holiday pay if at least 12 days are worked during the 4 weeks prior to the holiday. Pay to be based on average number of hours worked during previous 12 days or more.
Paid Vacation:	3 weeks after 3 (4) years' service, 4 weeks after 10 (12) years and 5 weeks after 20 years (5 weeks after 20th year only: thereafter 4 weeks). Also, 2 weeks after 1 year (unchanged).
Health and Welfare:	<u>Life Insurance</u> - Effective July 1982, \$10,000 (\$2,000) coverage. Employer pays 100% of premium costs. <u>Extended Health Care</u> - Employer pays 100% (75%) of premium costs. <u>Vision Care</u> - \$50 (\$40) coverage every 2 years. Employer pays 100% (65%) of premium costs. <u>Dental Plan (new)</u> - Effective 2 months following release of the arbitration award, a basic, preventative plan to be instituted, provided there is sufficient enrolment. Payments to be based on the 1982 Ontario Dental Association fee schedule. Employer pays 50% of premium costs. <u>Weekly Indemnity (new)</u> - Effective upon suitable arrangements with a carrier, coverage equal to 66 2/3% of salary, payable on a 1-8-17 basis.
Sick Leave:	Current employees may use existing bank to supplement weekly indemnity payments to full salary until reduced to new maximum. New accumulation rate is 1 (1 1/2) day per month to a maximum of 14 (60) days. Accumulated sick leave to be used for the first 7 days of an illness.
Part-time Employees:	<u>Payment in Lieu of Fringe Benefits</u> - Effective April 1, 1982, 50¢ (20¢) per hour.
Workman's Compensation Board:	Employer pays employee's wages for the first day of the accident (new).
Maternity Leave:	Seniority retained and accumulates (previously just retained).
Paid Education Leave (new):	Leave without loss of seniority or benefits to write examinations to upgrade employment qualifications. Cost associated with required courses of study to be paid by employer.
Paid Leave for Medical Certi- ficate (new):	Time off for employee to undergo a medical examination required by employer.
Meal Allowance:	Employer to provide a free meal for employees working 3 (2) or more hours of overtime.
Uniform Allowance:	Effective April 1, 1982, \$6.80 (\$5.50) per month.
Contracting Out Clause (new):	If contracting out results in lay-offs, employer must meet with Union at least 30 days before lay-offs to discuss ways of minimizing impact.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Engineering Company at Mississauga - Public Service Alliance (CLC) (drafting and illustrating employees): A 24-month renewal agreement effective from August 1, 1982 to July 31, 1984, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
	General Increases	11%	9 1/2%
	PD2 (includes Detailer 2)	\$13,700-\$20,000 (\$12,300-\$18,000)	\$15,000-\$21,900
	PD7 (includes Design Tech-nologist 7)	\$35,200-\$38,600 (\$31,700-\$34,800)	\$38,500-\$42,300

Previous rates reflect an adjustment made to wages only, August 6, 1981.

Shift Premium (new): 40¢ per hour between 1:00 p.m. and 9:30 p.m. Effective August 1, 1983, 45¢.

Paid Vacation: Effective April 1, 1982, 5 weeks after 20 (21) years' service, further credits introduced past 25 days to a maximum of 28 days after 32 years (new).

Health and Welfare: Life Insurance - Employer pays 85% (75%) of premium costs. Effective August 1, 1983, 100%.

OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$23 (\$22) per month for single coverage and \$46 (\$44) per month for family coverage. Effective August 1, 1983, employer pays not less than the current amount of OHIP premiums.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CFL) (2,930 electronics group employees): A 12-month renewal agreement effective from May 12, 1982 to May 11, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 12/82</u>
	Increase	10.5%
	EL-1	\$14,932-\$21,854 (\$13,513-\$19,777)
	EL-4	\$24,815-\$30,200 (\$22,457-\$27,330)

May 12/82

EL-9

\$38,947-\$46,675
(\$35,246-\$42,240)

Maximum rates for EL-1 are reached after 10 (8) steps and for EL-4 and EL-9 after 6 (4) steps.

Signing Bonus: Lump sum of \$135.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-\$3.35-\$3.35 (0-\$2.50-\$2.90) per shift.

Weekend Premium: 45¢ (40¢) per hour.

Other Premium Sea Duty - \$4.50 (\$4) per night for a period of 4 consecutive
Pay: nights or more at sea.

Standby - \$7 (\$6) for each 8-hour period or portion thereof.

Flying - \$60 (\$55) per month when required to perform duties in flight for a minimum of 15 hours each quarter.

\$6.50 per hour for those not qualifying for \$60 per month (new).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Severance Pay: Employee released for incapacity will be entitled to severance pay (new).

Leave with Pay for Family Related Responsibilities:	Maximum 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).
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Maternity Leave: Pre-natal, 11 weeks without pay; post-natal, 26; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of UIC benefits (new).

Leave Without Pay: Paternity (new) - Maximum 26 weeks. Total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee-couple, not to exceed 26 weeks combined.

Adoption - Either spouse or may be shared; not to exceed total of 26 weeks combined (new).

Care and Nurturing of Pre-School Age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of Spouse clauses is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.

Meal Allowance: \$3.75 after 3 or more hours immediately following regular hours of work and \$4.50 (\$3) after next 4 hours.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 12-month renewal agreement effective from July 21, 1982 to July 20, 1983, covering 212 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 21/82</u>
	General Increase	9%
	DS-1	\$16,710 - \$25,506 (\$15,330 - \$23,400)
	DS-4	\$37,453 - \$50,114 (\$34,361 - \$45,976)
	DS-7	\$58,751 - \$60,931 (\$53,900 - \$55,900)

Government of Canada (Treasury Board) - Professional Institute (Ind.) (510 meteorology group employees): A 12-month renewal agreement effective from June 23, 1982 to June 22, 1983, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 23/82</u>
	General Increase	10%
	MT-2	\$23,184-\$31,781 (\$21,076-\$28,892)
	MT-5	\$35,908-\$40,611 (\$32,644-\$36,919)
	MT-8	\$46,397-\$52,075 (\$42,179-\$47,341)

Hours of Work: 37 1/2 per week (unchanged).

Upon request an employee may complete his weekly hours of work in a period of other than 5 full days provided that over a period of

28 (14) days the employee works an average of 37 1/2 hours per week.

Overtime Pay: Time and one-half for the first 8 hours worked and double time thereafter, including work performed on the first scheduled day of rest. (Previously, time and one-half.)

Shift Premium: 0-45¢-45¢ (0-40¢-40¢).

Weekend Premium: 45¢ (35¢) per hour for regularly scheduled hours.

Work on Paid Holidays: Time and one-half for the first shift worked and double time thereafter (previously time and one-half for all hours).

Bereavement Leave: Step-child, common-law spouse and child of common-law spouse resident with the employee are added to the definition of the immediate family.

Travelling Time (new): Maximum 3 hours at each stop-over en route not including an overnight stay. Compensation earned may be taken in the form of compensatory leave at the applicable premium rate.

Meal Allowance: \$4.50 (\$4) for 3 or more hours of overtime, \$3.50 (\$3) for each 4-hour period thereafter.

Severance Pay: The limitation of age 55 deleted in the benefit pertaining to retirement.

Paid Holidays, Paid Vacation, Leave with Pay for Family Related Responsibilities, Maternity Leave and Leave Without Pay are the same as reported for the electronics group on pages 356-357.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (595 physical sciences group employees): A 12-month renewal agreement effective from April 29, 1982 to April 28, 1983, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 29/82</u>
	General Increase	10%
	<u>Annual Rates</u>	
	PC-1	\$13,750-\$31,455 (\$12,500-\$28,595)
	PC-3	\$37,043-\$44,356 (\$33,675-\$40,324)
	PC-5	\$48,529-\$55,446 (\$44,117-\$50,405)

Hours of Work: 37 1/2 per week (unchanged). At employer's discretion, may be averaged over 28 (14) working days.

Overtime Pay: No double time for second day of rest unless first day of rest is worked (previously double time on the second day of rest).

Acting Pay: 15 (20) days qualifying period.

Leave with Pay for Training Sessions: Discontinued leave with pay for employer sponsored sessions concerning Employer-employee relations.

Meal Allowance: \$4 (\$3.50) after 3 hours, \$3 (\$2.50) after 4 additional hours.

Allowances: Field Survey - This provision eliminated. Regular hours of work and overtime now applies (\$275 for each 30 calendar day period).

Oil and Gas (Terminable)

<u>Level</u>	<u>Oct. 28/82</u>	<u>Oct. 28/83</u>
PC-2 (new)	\$1,350	\$1,350
PC-3	\$1,650 (\$937.50)	\$1,650
PC-4	\$1,900 (\$1,125)	\$1,900
PC-5	\$2,100 (\$1,500)	\$2,100

Severance Pay on Retirement: An employee hired at age 60 or over who is compulsorily retired at age 65 is now eligible for 1 week's pay for each complete year of continuous employment (new).

Paid Holidays, Paid Vacation, Leave with Pay for Family Related Responsibilities, Maternity Leave and Leave Without Pay are the same as reported for the electronics group on pages 356-357.

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services group, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 12-month renewal agreement effective from April 1, 1982 to April 2, 1983, covering 330 employees, settled with mediation assistance. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/82</u>
General Increase		10%
CS-Level 1		\$16,343-\$27,712 (\$14,857-\$25,193)
CS-Level 5		\$43,001-\$47,676 (\$39,092-\$43,342)

Probationary period is 12 months. Increments are annually for CS-Level 5. For CS-Level 1 increments are semi-annually up to the eighth step and annually thereafter.

Paid Vacation: 5 weeks after 20 (22) years' service.

National Research Council of Canada - Professional Institute (Ind.) (950 research officers and research council officers): A 12-month renewal agreement effective from June 20, 1982 to June 19, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 20/82</u>
	General Increase	9%
	Junior Research Officer/ Research Council Officer 1	\$20,055-\$22,635 (\$18,400-\$22,600)
	Associate Research Officer/ Research Council Officer 3	\$38,390-\$48,155 (\$35,220-\$44,180)
	Principal Research Officer/ Research Council Officer 5	\$57,475-\$61,695 (\$52,730-\$56,600)
Hours of Work:	37 1/2 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (5,505 technical services category employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>June 1/82</u>
	General Increases	\$10 per week plus 6.85%	2.75%
	Additional Adjustments		3% for Communication Technicians I and II
	Technician 1, Traffic (40 hours per week)	\$246.14-\$272.77 (\$220.36-\$245.28)	\$252.91-\$280.27
	Library Technician 2 (36 1/4 hours per week)	\$280.02-\$312.59 (\$252.07-\$282.55)	\$287.72-\$321.19
	Technician 5, Radiation (36 1/4 hours per week)	\$482.06-\$557.40 (\$441.16-\$511.67)	\$495.32-\$572.73
	Vocational Training Supervisor 1 (36 1/4 hours per week)	\$622.98-\$763.81 (\$573.04-\$704.84)	\$640.11-\$784.81

LOCAL ADMINISTRATION

Etobicoke Borough Corporation - Local 185, Canadian Union of Public Employees (CLC) (653 outside employees): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/82
	General Increase	20¢ plus 12.5%
	Additional Adjustments*	
	Wage Group 1 (includes Labourer)	\$9.62 (\$8.35)
	Wage Group 6 (includes Heavy Equipment Operator)	\$10.59 (\$9.21)
	Wage Group 10 (includes Auto Mechanic)	\$12.05 (\$10.51)
	*Reclassifications - Scale Operator - upgrade 2 levels; Sign Maker - upgrade 1 level; Labour (welding shop) - upgrade 2 levels.	
	Previous rates reflect a 25¢ COLA fold-in.	
Cost of Living Provision:	Deleted. (Previous provision generated a total of 50¢; 25¢ was folded in January 1, 1981 and 25¢ was folded in January 1, 1982.)	
Hours of Work:	40 per week (unchanged).	
Rest Periods:	10 (5) minutes twice per shift.	
Shift Premium:	0-37¢-37¢ (0-30¢-30¢).	
Weekend Premium:	37¢-74¢-74¢ (30¢-30¢-30¢).	
Paid Holidays:	12 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).	
Health and Welfare:	<u>Long Term Disability</u> - Benefit increases to 75% of regular pay to a maximum of \$1,500 (\$1,250) per month.	
	<u>Dental Plan</u> - Coverage for periodontal and endodontic services is added. Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.	
	<u>Vision Care</u> - \$75 (\$60) every 2 years.	

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL/CIU/CLC): A 12-month
renewal agreement, covering benefits only, effective from January
1, 1981 to December 31, 1981, covering 400 employees, settled by
arbitration. Duration of negotiations - 18 months.

Wages: Settled by arbitration in November, 1981 and reported on page 157
of the March 1982 Settlements Report.

Fixed differentials were established between the ranks based on 100% for 1st Class Fire Fighter.

Health and
Welfare:

Hospital - Medical - Retirees are now eligible to receive benefits (new).

Extended Health Care - Maximum claim for eyeglasses is \$70 every 24 months (new).

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
(5,305 police officers): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled by arbitration. Duration of negotiations - 9 months.

Wages:

Effective Jan. 1/82

Increase 12.5%
1st Class Constable*

Annual Rates

3rd Class Constable \$24,300
(\$22,519)

1st Class Constable \$30,375
(\$27,000)

Staff Sergeant \$37,209
(\$32,374)

*Rates for other classifications are established as a percent of the 1st Class Constable rate ranging from 70% (76.2%) for a 4th Class Constable to 122.5% (119.9%) for a Staff Sergeant.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 9 years, 5 weeks after 17 years and 6 weeks after 25 years (unchanged).

Court Callback Pay: Minimum 4 (3) hours at time and one-half.

Plain Clothes Allowance: \$600 (\$550) per year.

College Transportation Allowance: \$30 (\$40) for each week of attendance at the Police College.

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
(Unit A - 650 clerical employees; Unit B - 130 garage employees;
Unit C - 535 parking control officers, cadets and matrons): Three
12-month renewal agreements effective from January 1, 1982 to
December 31, 1982, settled by arbitration*. Duration of
negotiations - 9 months.

*Terms of settlement reached in post conciliation bargaining and enacted through arbitration.

Wages:	Effective	Jan. 1/82
	<u>Adjustments**</u>	
	Mechanics	17¢
	Communications and Electronics Technician 3rd Step	30¢
	General Increase	12.5% applied against hourly rates

Annual Rates

Unit A

Class 2 (35 hours per week; includes File Clerk)	\$14,452 (\$12,844)
Class 6 (35 hours per week; includes Senior Computer Operator)	\$19,695-\$22,180 (\$17,503-\$19,713)

Unit B

Labourer	\$20,838 (\$18,512)
Senior Communications and Electronics Technician	\$30,088 (\$26,058)

Unit C

Police Cadet	\$17,581-\$20,734 (\$15,618-\$18,437)
Parking Control Officer	\$19,418-\$21,987 (\$17,268-\$19,544)

**Percent salary differentials between adjusted positions and certain related higher positions to be maintained as before adjustments.

Hours of Work: Unit A - Employees regularly working a day shift and an afternoon shift on a rotating basis - 40 per week. Employees regularly working solely a day shift - 35 per week (both unchanged).

Units B and C - 40 per week (unchanged).

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Weekend Premium: 50¢ (45¢) per hour.

Court Callback Pay: Minimum of 4 (3) hours' pay at time and one-half. Applies whenever employee is called back on a regular scheduled day off to attend court or perform other duties.

Paid Holidays: Remembrance Day holiday deleted. Add 1 day of lieu time for any employee having completed 6 months of service as of June 1 of any year, and an additional 1 day of lieu time for any employee having completed 6 months of service as of October 1 of any year. (The remaining 10 statutory holidays are unchanged.)

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 9 years, 5 weeks after 17 years and 6 weeks after 25 years (unchanged).

Tool Allowance (Unit B): Increased by 10%. Mechanics - \$150 (\$136) per year. Serviceman, Electrical Equipment Maintenance Man, Communications and Electronics Technician - \$110 (\$100) per year.

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 343 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/82	June 28/82
Increases		12% for clerical empls.; 11.5% for Fire Fighters	1.17% for Fire Fighters
Category II (Clerk Typist) 0-30 months		\$12,845-\$15,338 (\$11,469-\$13,695)	\$12,845-\$15,338
Fire Fighter 1st Class		\$30,112 (\$27,000)	\$30,465
Assistant Deputy Chief		\$42,157 (\$37,800)	\$42,651

Hours of Work: 4 day work week implemented for Fire Prevention employees (new).

Health and Welfare: Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Cleaning Allowance: \$135 (\$110) per year to each member of the Inspection Staff, Dispatch Staff and all ranks above 1st Class Fire Fighter and \$110 (\$90) per year for all ranks of 1st Class Fire Fighter and below.

Mileage Allowance: 25.7¢ per kilometer or 41.1¢ per mile. Effective in March, 1982, 26.4¢ per kilometer or 42.2¢ per mile. An additional \$25 per month if cars operated under dirty and strenuous condition. (Previously, 28¢ per mile plus \$10 per month.)

Uniform Employer supplies 1 pair of dress shoes every 3 years (new).
Allowance:

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 36-month renewal agreement effective from January 1, 1982 to December 31, 1984, covering 305 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	Increases	12% on the average	10%
	<u>Annual Rates</u>		
	Salary Group 2 (includes Clerk Typist II)	\$12,254.00-\$15,128.00 (\$11,475.89-\$13,642.80)	\$13,479.40-\$16,640.80
	Salary Group 11 (includes Planner II)	\$22,027.00-\$27,193.00 (\$19,799.12-\$23,816.91)	\$24,229.70-\$29,912.30

Effective	<u>Jan. 1/84</u>
General Increase	7%
Salary Group 2 (includes Clerk Typist II)	\$14,422.96-\$17,805.66
Salary Group 11 (includes Planner II)	\$25,925.78-\$32,006.16

Probationary period is 3 months for Groups 2 and 3, and 6 months for Groups 4 to 11. Maximum rates are reached after 2 years.

Cost of Living Allowance (new): Effective January 1, 1984, 1% per 1% rise in the Consumer Price Index - 1971=100, using December 1983 as the base. Triggered at 8%. To be folded in on first day of next full pay period following announcement of CPI.

Night Shift Premium: Effective July 5, 1982, \$2.10 (\$1.90) per shift. Effective January 1, 1983, \$2.30.

Acting Pay: Effective July 5, 1982, 40¢ (35¢) per hour on top of regular rate of pay for employee assigned to perform work in a higher classification for more than 4 consecutive days, retroactive to the date he assumed the duties. Effective January 1, 1983, 45¢. Effective January 1, 1984, 50¢.

Paid Vacation: Effective January 1, 1983, 3 weeks after 2 (3) years' service.

Sick Leave: Effective September 1, 1982, Short Term Disability and Long Term Disability plans to be implemented for full-time employees. Employee pays 100% of premium costs. Present sick leave plan - 1 1/2 days accumulative per month to be frozen. Unused portion may

be used to supplement the new plans on the first and second days of illness. Vesting rights remain. 2 days noncumulative every 4-month period for employees who do not have accumulated days.

Health and
Welfare:

Short Term Disability Plan - Benefit is 66 2/3% of normal gross straight time pay, payable on a 1-1-3-15 basis.

Long Term Disability Plan - Benefit is 65% of gross straight time earnings to age 65.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 fee schedule.

Pension Plan:

Past Service - Effective January 1, 1984, OMERS Supplementary Type I for eligible employees, payable at 65 years of age, inclusive of service counted under previous plans. Benefits equal 2% of an average of the highest 60 consecutive months' salary times years of service.

York Regional Municipality and York Regional Land Division Committee - Local 1953, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/82	Jan. 1/83
General Increases		12%	10.5%
Additional Adjustment		\$1,000 per year for Registered Nurse in Homes for the Aged	
Housekeeper		\$6.26-\$6.75 (\$5.59-\$6.03)	\$6.92-\$7.46
Clerk Steno		\$6.93-\$8.27 (\$6.19-\$7.38)	\$7.66-\$9.14
Labourer/Driver		\$9.08-\$9.45 (\$8.11-\$8.44)	\$10.03-\$10.44
Planner III		\$16.74-\$20.60 (\$14.95-\$18.39)	\$18.50-\$22.76

Maximum rates are reached after completion of the 6-month probationary period for Housekeeper and Labourer/Driver and after 30 months for Clerk Steno and 42 months for Planner III.

Lump Sum Payment: \$1,000 in lieu of retroactivity for each full-time employee.

Shift Premium: Effective July 1, 1982, 0-45¢-45¢ (0-35¢-35¢).

Standby Pay: Effective July 1, 1982, 1 hour's pay per day (unchanged) and 2 hours' pay per Saturday, Sunday and statutory holiday (new).

Paid Holidays: Effective January 1, 1983, 1 floating day is added for a total of 12 days.

Paid Vacation: Effective January 1, 1983, 4 weeks after 10 (12) years' service, 5 weeks after 17 (18) years and 6 weeks (new) after 25 years.

Maternity Leave: Employer contributions to benefit plans, excluding pension, continue up to a maximum of 17 weeks (new).

Health and Welfare: Vision Care - Maximum claim for eyeglasses increases to \$100 (\$75) every 2 years.

Safety Shoe Allowance: Effective January 1, 1983, \$40 (\$25) annual maximum.

CONSTRUCTION

Toronto Heavy Construction Association (Heavy Construction and TTC Subway Agreement and Field Precast Manufacturing Operations) - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 200 employees, settled with mediation assistance, during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	June 14/82	Oct. 1/82	May 1/83
General Increases		\$1.25	15¢	\$1.40
General Labourer Yardman		\$12.06 (\$10.81)	\$12.21	\$13.61
Welder, Certified in tunnel		\$15.07 (\$13.82)	\$15.22	\$16.62
Welder, with own rig		\$25	\$25	\$30

Premium Pay: 35¢ (25¢) for Vibrator Man and Jackhammer man and 50¢ (40¢) for Lead Man Piledriving above base labour rate. 75¢ (65¢) for working foreman above trade rate.

Reporting Pay: 4 hours' pay if employee commences work and work cannot proceed for any reason (new). 4 (2) hour's pay for employee who commences to work after the noon lunch period.

Welfare Fund: Employer contributes 75¢ (70¢) per hour worked. Effective May 1, 1983, 80¢.

Training Fund: Effective May 1, 1982, employer contributes 5¢ (3¢) per hour.

Pension Fund: Effective October 1, 1982, employer contributes 40¢ (20¢) per hour worked. Effective May 1, 1983, 60¢.

Board Allowance: \$35 per day. (Previously, \$25 per day to a maximum of \$125 per week.)

Mileage Allowance: 25¢ (20¢) per road kilometer in Zone 3.

Travelling Allowance: \$8 (\$6) per day in Zone 2.

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario, the Industrial Contractors Association of Canada and the Interior Systems Contractors Association of Ontario, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO) (commercial, industrial and institutional construction: A 22-month renewal agreement effective from June 21, 1982 to April 30, 1984, covering 8,000 employees, settled with mediation assistance. Duration of negotiations - 4 months.

	Effective	June 21/82	Nov. 1/82	May 1/83
Wages:	Package Increases	\$1.50	50¢	\$2.00
	Increases	59¢-\$1.37	28¢-46¢	\$1.46-\$1.82

Journeyman Carpenter

Local 785, Cambridge	\$13.50 (\$12.50)	\$13.95	\$15.50
Toronto District Council OLRB Area #8	\$15.76 (\$14.58)	\$16.14	\$17.60
Local 249, Kingston	\$16.73 (\$15.36)	\$17.18	\$19.00

A. ACOUSTIC AND DRYWALL APPENDIX

Package Increases	\$1.50	50¢	\$2.20
Increases	\$1.00-\$1.37	41¢-46¢	\$1.55-\$1.82

Journeyman

Local 785, Cambridge	\$13.50 (\$12.50)	\$13.95	\$15.50
Local 675, Toronto	\$14.75 (\$13.38)	\$15.06	\$16.79
Local 249, Kingston	\$16.73 (\$15.36)	\$17.18	\$19.00

B. CAULKING APPENDIX

Package Increases	\$1.21	40¢	\$1.62
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	<u>June 21/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Journeyman Caulker</u>			
Local 27 (1747), Toronto	\$13.50 (\$12.40)	\$13.78	\$15.17

C. RESILIENT FLOOR WORKERS APPENDIX

Effective	<u>June 21/82</u>	<u>Sept. 1/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases	\$1.50		50¢	\$2.00
Increases	59¢-\$1.37		0-46¢	\$1.52-\$1.82

Journeyman Resilient
Floor and Carpet Layer

Local 2965, Toronto	\$14.18 (\$12.82)		\$14.41	\$16.00
Western Ontario District Council - Goderich, London, Owen Sound and Stratford	\$13.95 (\$12.58)		\$13.95	\$15.76
Local 494, Windsor	\$13.73 (\$13.14)	\$13.59*	\$13.86	\$15.68

*Funds diverted to the Welfare Fund.

Driver's Premium: \$45 (\$40) per day.

Shift Premium \$2.10 (\$1.65) per hour. Effective November 1, 1982, \$2.16.
Sault Ste. Marie): Effective May 1, 1983, \$2.38.

Welfare Fund: Employer contributes 80¢ (65¢) per hour worked for Sarnia local and 35¢ (new) per hour worked for Ottawa Local 2041.

Employer contributes 80¢ (55¢) per hour worked for Cambridge, Peterborough, Belleville, Cobourg, Oshawa, Sault Ste. Marie, Sudbury and St. Catharines locals. Effective May 1, 1983, 95¢.

Employer contributes 72¢ (unchanged) per hour worked for Toronto District Council and Local 27; 75¢ (unchanged) per hour worked for Local 675, Toronto and 85¢ (unchanged) per hour worked for Local 2965, Toronto. Effective November 1, 1982, 81¢, 90¢ and 95¢, respectively. Effective May 1, 1983, 90¢, \$1.00 and \$1.05, respectively.

Employer contributes 92¢ (57¢) per hour worked for Windsor local. Effective September 1, 1982, \$1.07.

Employer contributes 55¢ (unchanged) per hour for Goderich, London, Owen Sound and Stratford. Effective November 1, 1982, 80¢.

Welfare and Pension Funds: Employer contributes \$1.77 (\$1.62) per hour worked for Hamilton Local 18. Effective May 1, 1983, \$2.10.

Pension Fund: Employer contributes \$1.00 (70¢) per hour worked for Sarnia local and 50¢ (unchanged) for Ottawa Local 2041 and Toronto Local 675.

Employer contributes 60¢ (45¢) per hour worked for Cambridge, Peterborough, Belleville, Cobourg, Oshawa, Cornwall, Ottawa Local 93, Sault Ste. Marie, Sudbury and St. Catharines. Effective May 1, 1983, 75¢.

Employer contributes \$1.20 (\$1.00) per hour worked for Toronto District Council and 55¢ (unchanged) for Local 2965, Toronto. Effective November 1, 1982, 70¢ for Local 2965. Effective May 1, 1983, \$1.50 and 85¢, respectively.

Employer contributes 80¢ (30¢) per hour worked for Windsor local. Effective November 1, 1982, \$1.00.

Employer contributes 50¢ (unchanged) per hour worked for Goderich, London, Owen Sound and Stratford. Effective November 1, 1982, 75¢.

Paid Holidays: Heritage Day replaces Armistice Day for a total of 10 days.

Board Allowance: \$19 (\$17) per day for Local 1669, Thunder Bay. Effective May 1, 1983, \$21.

\$23.43 (\$21.30) per day for Local 446, Sault Ste Marie. Effective November 1, 1982, \$26.62. Effective May 1, 1983, \$29.28. \$22.90 (\$19.90) for Local 2486, Sudbury, Elliott Lake, Manitoulin, North Bay area, District of Parry Sound, Temiskaming area and Timmins area. Effective May 1, 1983, \$26.90.

All other locals, increase 10%. Effective May 1, 1983, 5%.

Clothing Allowance: Maximum \$130 (\$65) for Resilient Floor Workers Locals and \$150 (\$85) for all others.

Commuting Allowance 34¢ (31¢) per mile or 21¢ per kilometer. Effective May 1, 1983, (Thunder Bay Local 38¢ per mile or 24¢ per kilometer. only):

All other locals, 31¢ (28¢) per mile or 19.5¢ (17¢) per kilometer. Effective May 1, 1983, 34¢ per mile or 21¢ per kilometer.

Meal Allowance: \$5.00 (new) for Sault Ste. Marie local and \$3.00 (\$2.25) after 2 hours' overtime for Thunder Bay local.

Tool Allowance: Maximum \$600 (\$400) for Resilient Floor Workers Locals and \$700 (\$500) for all others.

Travel Allowance: \$7.43 (\$3.50) for Zone A, Sarnia. Effective May 1, 1983, \$7.80.

10% increase for all other zones. Effective May 1, 1983, 5%.

Industrial Contractors Association of Canada, Ontario General Contractors Association
Labour Relations Bureau and Reinforcing Steel Institute of
Ontario - Structural Iron Workers (AFL-CIO) (rodmen, commercial,
industrial and institutional construction): A 23-month renewal
agreement effective from June 8, 1982 to April 30, 1984, covering
1,000 employees, settled at the bargaining stage. Duration of
negotiations - 3 months.

Effective	June 8/82	Nov. 1/82
Package Increases	\$1.50	\$1.00
Increases	Windsor - 92¢ Toronto - \$1.00 Sudbury - \$1.18 Hamilton - \$1.23 Ottawa - \$1.24 Thunder Bay - \$1.36 London and Sarnia - \$1.76	91¢

Rodman

Local 700, London and Windsor	\$14.08 (\$12.32)	\$14.99
Local 721, Toronto	\$14.16 (\$13.16)	\$15.07
Local 759, Thunder Bay	\$16.47 (\$15.11)	\$17.38

Effective	May 1/83
Package Increase	\$1.50
Increases	Windsor - \$1.14 Toronto - \$1.00 Sudbury - \$1.04 Hamilton - \$1.27 Ottawa - \$1.27 Thunder Bay - \$1.37 London and Sarnia - \$1.14

Local 700, London and Windsor	\$16.13
Local 721, Toronto	\$16.07
Local 759, Thunder Bay	\$18.75

Foreman Premium: \$1.75 (\$1.50) per hour.

Sub Foreman Premium: \$1.25 (\$1) per hour.

Association Fund: Employer contributes 9¢ (7¢) per hour earned.

Welfare Fund: Effective November 1, 1982, employer contributes \$1.10 (95¢) for London, Sarnia and Windsor, \$1.01 (86¢) for Toronto, \$1.05 (91¢) for Hamilton and Ottawa and \$1.10 (90¢) for Sudbury.

Effective May 1, 1983, \$1.20 for London, Sarnia, Windsor and Sudbury, \$1.15 for Toronto, Hamilton and Ottawa.

Pension Fund: Effective November 1, 1982, employer contributes \$1.50 (\$1.25) for Toronto, and \$1.10 (\$1) for London, Sarnia and Windsor. Other locals remain unchanged.

Effective May 1, 1983, \$1.75 for Toronto, \$1.25 for London, Sarnia and Windsor, and 75¢ (50¢) for Sudbury.

Effective November 1, 1983, \$1 for Sudbury.

Board Allowance: \$29 (\$19-\$26) per day depending on location. Effective May 1, 1983, \$30.

Mileage Allowance: 29¢ (25¢) per mile.

Clothing and Tool Insurance: \$300 (\$200) maximum, while on company property; \$500 (\$350) maximum for employees staying in a camp and \$600 (\$450) for local 759.

Metropolitan Toronto Residential Painting Contractors Association - Local 1981, Painters (AFL-CIO/CFL): A 23-month renewal agreement effective from June 14, 1982 to April 30, 1984, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 14/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
General Increases		91¢	82¢	91¢
Journeyman Painter		\$12.26 (\$11.35)	\$13.08	\$13.99
Effective			<u>Nov. 1/83</u>	<u>Mar. 1/84</u>
General Increases			63¢	23¢
Journeyman Painter			\$14.62	\$14.85

Welfare Fund: Effective November 1, 1982, employer contributes 95¢ (85¢) per hour.

Pension Fund: Effective January 1, 1983, employer contributes 50¢ (35¢) per hour. Effective November 1, 1983, 80¢ per hour.

Board Allowance: \$30 (\$20) per day up to \$210 (\$100) per week.

Mileage Allowance: 20¢ (15¢) per kilometer or 32¢ per mile.

Zone Allowance: \$2 (\$1) per day in Zone 4.

\$4 (\$2) per day in Zone 5.

Millwrighting Contractors Association of Ontario Inc. - Millwright District Council, Carpenters (AFL-CIO): A 23-month renewal agreement effective from June 7, 1982 to April 30, 1984, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

	Effective	June 7/82	May 1/83
	Package Increases	\$2.00	\$2.00
Wages:	General Increases	\$1.54	\$1.61
	Journeyman	\$15.33	\$16.94
	Millwright	(\$13.79)	
Responsibility Allowance:	\$1.50 (\$1) per hour for foreman and 75¢ (50¢) per hour for sub-foreman.		
Welfare Fund:	Employer contributes 95¢ (90¢) per hour earned. Effective May 1, 1983, \$1.		
Pension Fund:	Employer contributes \$1.53 (\$1.40) per hour earned. Effective May 1, 1983, \$1.71.		
Apprenticeship and Training Plan:	Employer contributes 5¢ (2¢) per hour earned.		
Apprentice Assistance Fund: (new):	Employer contributes 5¢ per hour earned.		
Union Promotion Fund:	Employer contributes 10¢ (5¢) per hour earned.		
Board Allowance:	80-160 kilometers - \$26 (\$20) per day worked. 160 + kilometers - \$33 (\$26)		
Clothing and Tool Insurance:	Maximum coverage of \$500 (\$300).		
Mileage Allowance:	20¢ (17¢) per kilometer for travel over 80 kilometers. Effective May 1, 1983, 22¢.		
Travel Allowance:	0-16 kilometers - free 16.1-24 kilometers - \$3.70 (\$3.20) per day 24.1-32 kilometers - \$5.40 (\$4.90) 32.1-40 kilometers - \$6.80 (\$6.30) 40.1-80 kilometers - \$12 (\$10.80) \$13 effective May 1, 1983		

Ontario Erectors Association - Structural Iron Workers (AFL-CIO) (steel erectors): A
24-month renewal agreement effective from May 1, 1982 to April
30, 1984 covering 5,000 employees, settled at the bargaining
stage. Duration of negotiations - 3 months.

	Effective	<u>May 26/82</u>	<u>May 1/83</u>
Package Increases		\$2.00	\$2.00
Wages:	Increases:		
	Local 700, Windsor, London and Sarnia	\$2.65	\$1.73
	Local 721, Toronto	\$1.48	\$1.50
	Local 736, Hamilton and Kitchener	\$1.70	\$1.73
	Local 759, Thunder Bay	\$1.43	\$1.73
	Local 765, Ottawa	\$2.38	\$1.73
	Local 786, Sault Ste Marie and Sudbury	\$1.47	\$1.50

Journeyman Ironworker

Local 721	\$15.63 (\$14.15)	\$17.13
Local 700	\$15.85 (\$13.20)	\$17.58
Local 736	\$16.08 (\$14.38)	\$17.81

Welfare Fund: Effective May 26, 1982, employer contributes \$1.10 (95¢) per
hour. Effective May 1, 1983, \$1.20.

Pension Fund:	Effective	<u>May 26/82</u>	<u>May 1/83</u>
	Local 700	\$1.25 (\$1.10)	\$1.25
	Local 721	\$1.50 (\$1.25)	\$1.15
	Local 736	\$1.00 (\$1.00)	\$1.00
	Local 759	50¢ (20¢)	50¢
	Local 765	\$1.00 (\$1.00)	\$1.00
	Local 786	\$1.25 (\$1.00)	\$1.50

District Council Fund: Discontinued.

Commuting
Allowance:

Locals 721 and 765
Zone 1 - Nil
Zone 2 - \$3 (\$2.50) per day worked
Zone 3 - \$5 (\$4.50)
Zone 4 - \$6 (\$5.50)

Locals 700, 736 and 786
Zone 1 - Nil
Zone 2 - \$3.50 (\$3.00 for 736, new for 700 and 786)
Zone 3 - \$6.00 (\$5.50 for 736, new for 700 and 786)

40 to 80 kms \$13 per day worked. Effective May 1, 1983, \$14 for
Locals 721, 765, 700, 736 and 786.

Commuting and
Mileage Allowance:

Local 759, 23¢ per kilometer (32¢ per mile).

Board
Allowance:

For Local 759, \$43 (\$35) per day worked.
For Locals 700, 721, 736, 765 and 786.

Effective	<u>May 26/82</u>	<u>May 1/83</u>
80 - 120 kms	\$17 (\$15)	\$18
120 - 160	\$24 (\$20)	\$26
160 +	\$33 (\$27)	\$33

18¢ per kilometer (25¢ per mile) when suitable room and board is
not available within 80 kilometers (50 miles) of the City of
Sudbury and Sault Ste. Marie.

Tool and
Clothing Insurance:

\$400 (\$300) maximum coverage.

Camp Tool
and Clothing
Insurance:

\$600 (\$450) maximum coverage.

Ontario General Contractors Association Labour Relations Bureau, Industrial
Contractors Association of Canada, Waterproofing Contractors
Association of Ontario and Concrete Floor Contractors Association
of Ontario - Ontario Provincial Conference, Plasterers
(AFL-CIO/CFL) (cement masons): A 22-month renewal agreement
effective from June 20, 1982 to April 30, 1984, covering 700
employees, settled at the post conciliation bargaining stage.
Duration of negotiations - 3 months.

Wages:

Effective	<u>June 20/82</u>	<u>Nov. 1/82</u>
Package	\$1.40 for Local 598;	70¢ for Local 598;
Increases	\$1.25 for others	85¢ for others

Journeyman Cement Mason

Local 151, London	\$13.50 (\$12.38)	\$14.27
Local 124, Ottawa	\$13.70 (\$12.55)	\$14.47

	<u>June 20/82</u>	<u>Nov. 1/82</u>
Local 598, Southern and Central Region- Toronto	\$14.02 (\$12.84)	\$14.52
Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>
Package Increases	\$1	75¢ for Local 598; 65¢ for others
Local 151, London	\$15.18	\$15.77
Local 124, Ottawa	\$15.38	\$15.98
Local 598, Southern and Central Region- Toronto	\$15.43	\$16.11

Afternoon Shift Premium (Toronto only): \$2.10 (\$2.00) per hour. Effective May 1, 1983, \$2.20 per hour.

Overtime Pay: Time and one-half after 8 hours per day. (Previously, varied between areas.)

Foreman Premium: \$1 (75¢) for Sarnia. \$1 (50¢) for Sudbury, Ottawa, Hamilton and Toronto. 95¢ (45¢) for Thunder Bay. 75¢ (25¢) for London, Timmins and Windsor. Effective May 1, 1983, \$1 province-wide.

Board Allowance: \$30 per night or the actual cost of a reasonable level of accommodation and meals. (Previously, varied by local.)

Clothing Insurance: \$150 (\$65) maximum coverage.

Meal Allowance (Ottawa): \$3.50 (\$2.42).

Mileage Allowance: 30¢ (25¢) per mile beyond "free zone" except for London, 25¢ (22¢) per mile. Effective May 1, 1983, 33¢ per mile except for London. For London, when travelling beyond "free zone" \$3 for "free zone" and 18¢ per mile (Previously, \$2.42 for "free zone" and \$6.65 for each fifty miles).

Travel Allowance: Zone payments increase 10%. Effective May 31, 1983, 5% increase.

Ontario Painting Contractors Association, Ontario Acoustical Association and Interior Systems Contractors Association - Ontario Council, Painters (AFL-CIO/CFL): A 23-month renewal agreement effective from June 14, 1982 to April 30, 1984, covering 3,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

A. Ontario Painting Contractors Association

	<u>June 14/82</u>	<u>Nov. 1/82</u>
Effective		
Package Increases	\$1.00	90¢
Wages: Increases	91¢	82¢ for Toronto District 46; 73¢ for Ottawa, Hamilton and Sarnia locals
<u>Journeyman Painter</u>		
Local 200, Ottawa	\$11.81 (\$10.90)	\$12.54
Local 205, Hamilton	\$13.46 (\$12.55)	\$14.19
District 46, Toronto	\$13.52 (\$12.61)	\$14.34
Local 1590, Sarnia	\$14.23 (\$13.32)	\$14.96
Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>
Package Increases	\$1.00	\$1.10
Increases	91¢ for Toronto District 46; 82¢ for Ottawa and Sarnia locals; 81¢ for Hamilton local	64¢ for Ottawa, Hamilton and Toronto locals; 63¢ for Sarnia local
Local 200, Ottawa	\$13.36	\$14.00
Local 205, Hamilton	\$15.00	\$15.64
District 46, Toronto	\$15.25	\$15.89
Local 1590, Sarnia	\$15.78	\$16.41
Welfare Fund:	Effective November 1, 1983, employer contributes 95¢ (85¢) per hour.	
Pension Fund:	Effective November 1, 1982, employer contributes 40¢ (30¢) per hour for Hamilton, Sarnia and Ottawa locals. Effective May 1, 1983, 50¢. Effective November 1, 1983, 80¢. Effective November 1, 1983, employer contributes 80¢ (50¢) per hour, for Toronto local.	
Travel Allowance (Sarnia):	\$6.75 per day for work in Zone A. (Previously, \$3 per day in Zone 2 and \$4.75 per day in Zone 3.)	
Mileage Allowance:	20¢ (18¢) per kilometer or 32¢ per mile.	

Board Allowance: \$30 (\$22) per day up to \$210 (\$154) per week.

B. Ontario Acoustical Association and Interior Systems Contractors Association (drywall tapers, plasterers and fireproofing applicators on commercial, industrial, institutional and residential construction)

Effective	<u>June 28/82</u>	<u>Nov. 1/82</u>
Increases	87¢ - \$1.37	86¢ for Toronto, Hamilton, Niagara Falls, Barrie and Oshawa; 18¢ for others

Journeyman - Local 1891

Kitchener	\$13.67 (\$12.30)	\$13.85
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Toronto, Hamilton, Niagara Falls, Barrie and Oshawa	\$14.37 (\$13.50)	\$15.23
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Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>
Increases	96¢ - \$1.55	86¢ for Toronto, Hamilton, Niagara Falls, Barrie and Oshawa only

Kitchener	\$15.40	\$15.40
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Toronto, Hamilton, Niagara Falls, Barrie and Oshawa	\$16.19	\$17.05
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Premium Pay: 25¢ per hour for Fireproof Sprayer Insulator and 50¢ per hour for work done on a swing-stage (new).

Welfare Fund: Effective November 1, 1982, employer contributes 95¢ (85¢) per hour.

Pension Fund: Effective January 1, 1983, 50¢ per hour (previously 30¢ for Thunder Bay and 35¢ for all others). Effective November 1, 1983, 80¢ per hour.

Industry Fund: Effective January 1, 1983, employer contributes 10¢ (5¢) per hour worked, for all locals except Windsor.

Mileage Allowance: 30¢ (25¢) per mile.

Travelling Allowance:	Up to 30 (35) miles	nil
	30 (35) to 40 (45) miles	\$5 (\$7) per day worked
	40 (45) to 60 (55) miles	\$15 (unchanged) per day worked
	60 to 100 (over 55) miles	\$20 (\$23) per day worked
	100 to 150 miles	\$30 per day worked
	Over 150 miles	\$30 (\$23) per day worked for 7 days - Room and Board

Interior Systems Contractors Association and Ontario Acoustical Association (drywall tapers, residential piecework)

Wages: For hourly rates of pay see "Wages" for Ontario Acoustical Association and Interior Systems Contractors Association.

Apartments - Effective June 28, 1982, employer pays \$85 (\$80) plus benefits of \$7 (\$6) per 1,000 square feet of drywall taped, with no service charge attached to these rates. Effective November 1, 1982, \$90 and \$8 respectively.

Houses and Town-Houses - Effective June 28, 1982, employer pays \$80 (\$75) plus benefits of \$7 (\$6) per 1,000 square feet of drywall taped. Effective November 1, 1982, \$85 and \$8, respectively. Effective May 1, 1983, \$90 and \$8 respectively. Effective November 1, 1983, \$95 and \$8 respectively.

- C. Thunder Bay Flooring Association and Floor Coverers, Local 1671:
A 21-month renewal agreement effective from July 19, 1982 to April 30, 1984.

Wages:	Effective	<u>July 19/82</u>	<u>May 1/83</u>	<u>Nov. 1/83</u>
	<u>Floor Coverers</u>			
	Installers - Class B	\$11.77 (\$10.70)	\$12.36	\$12.98
	Installers - Class A	\$12.76 (\$11.60)	\$13.40	\$14.07

mileage
allowance: 25¢ (18¢) per kilometer.

Ontario Terrazzo, Tile and Marble Guild, Inc. - Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 1,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

	Effective	<u>June 10/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$1.40	60¢	\$2.00
Wages:	Increases	73¢-\$1.35	54¢-55¢	\$1.41-\$1.89
	<u>Marble Mechanic</u>			
	Local 23, Sarnia	\$14.23 (\$12.95)	\$14.77	\$16.59
	Local 31, Toronto	\$14.26 (\$13.06)	\$14.81	\$16.65
	Local 17, Ottawa	\$14.51 (\$13.30)	\$15.05	\$16.90

Welfare Fund: Effective June 10, 1982, employer contributes 30¢ (25¢) per hour worked for Hamilton local; 40¢ (35¢) for Toronto local; 81¢ (66¢) for Sudbury local; 90¢ (75¢) for St. Catharines local and \$1.00 (85¢) for Windsor local. Effective July 1, 1982, 40¢ (30¢) per hour worked for Ottawa local. Effective May 1, 1983, \$1.10 per hour worked for Windsor local.

Dental Plan - Employer contributes 30¢ per hour worked for St. Catharines local and 25¢ for Toronto local (previously 20¢ per hour worked for both locals.)

Provincial Pension Fund: Effective June 10, 1982, employer contributes 25¢ per hour worked for London and Hamilton locals (new); 45¢ per hour worked for Windsor local (new) and 50¢ (25¢) per hour worked for St. Catharines local. Effective May 1, 1983, 75¢ for St. Catharines local and 80¢ for Windsor local.

Board Allowance: Effective June 10, 1982, \$32 (\$28) per day. Effective May 1, 1983, \$35.

Travel Allowance: Effective June 10, 1983, 32¢ (28¢) per mile. Effective May 1, 1983, 35¢.

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Ind. (CCU)
(journeyman bricklayers, stonemasons and bricklayers' assistants): Two 24-month renewal agreements effective from May 31, 1982 to May 31, 1984, covering 1,700 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 31/82</u>	<u>Oct. 4/82</u>
Increases:			
Journeymen		50¢	60¢
Assistants		40¢	50¢
Bricklayer's Assistant		\$12.08 (\$11.68)	\$12.58
Journeyman Bricklayer		\$14.68 (\$14.18)	\$15.28
Effective		<u>June 6/83</u>	<u>Oct. 3/83</u>
Increases:			
Journeymen		\$1.15	\$1.15
Assistants		95¢	95¢
Bricklayer's Assistant		\$13.53	\$14.48
Journeyman Bricklayer		\$16.43	\$17.58

Welfare Fund: Employer contributes 95¢ (70¢) per hour earned.

Travelling Allowance: \$12 (\$7) per day in Zone 2 and \$25 (\$15) per day in Zone 3.

Walls and Ceilings Contractors Association and Ontario General Contractors Association Labour Relations Bureau - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL): A 23-month renewal agreement effective from June 6, 1982 to April 30, 1984, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 6/82</u>	<u>Nov. 1/82</u>
	Package Increases	\$1.25	65¢
	<u>Journeyman Plasterer</u>		
	Local 124, Ottawa	\$13.60 (\$12.46)	\$14.20
	Local 48, Toronto	\$14.67 (\$13.63)	\$15.13
	Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>
	Package Increases	\$1.00	35¢
	Local 124, Ottawa	\$15.10	\$15.42
	Local 48, Toronto	\$16.04	\$16.36

Shift Premium: Time and one-eighth the regular rate. (Previously, time and one-seventh for the second shift and time and one-half for the third.)

Foreman Premium: \$1 (95¢ for Ottawa, 80¢ for Toronto). 75¢ (50¢) for Sarnia. Effective May 1, 1983, \$1 for Sarnia.

Overtime Pay: Time and one-half for first 4 hours Monday to Friday, double-time thereafter. (Previously double-time, except time and one-half for the first 2 hours at Ottawa.)

Board and Travel Allowance: 32¢ (25¢) per mile to a maximum of \$32 (\$27.50) per day.

ADDENDUM

April 1982 Settlement

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 426 employees, settled at the bargaining stage and ratified in April, 1982. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/82
	Increase	10% approx.
	Teacher Category D 0-8 years	\$13,453-\$21,770 (\$12,230-\$19,756)
	Teacher Category A1 0-12 years	\$16,520-\$32,599 (\$15,018-\$29,600)
	Teacher Category A4 0-12 years	\$19,192-\$39,602 (\$17,447-\$36,000)
	Principal	\$44,100-\$46,200 (\$40,000-\$42,000)
Degree Allowances:	\$600 (\$500) for Master of Education and Master's Degree (previously \$300 for Master's Degree if not teaching in area of concentration).	
Paid Leave:	1 day deducted from accumulated sick leave, if required as a petitioner or respondent in a divorce proceeding or as an applicant or respondent in a custody hearing (new).	
Bereavement Leave:	Grandparent is added for up to 3 days' paid leave.	
Professional Development Fund (new):	Employer contributes \$30,000 per agreement year, provided the teachers contribute \$5,000 per year.	

May 1982 Settlements

FOOD AND BEVERAGE

Canada Packers Inc. at Prince Edward Island, Quebec, Alberta, Manitoba, Saskatchewan, British Columbia and Ontario - Various locals, Food and Commercial Workers (AFL-CIO/CLC) (5,400 production employees): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, settled at the bargaining stage and ratified in May, 1982. Duration of negotiations - 4 months.

Wages:	Effective	June 1/82	June 1/83
	General Increases	\$1.25	\$1.25
	Job Class Increment	8¢ (7.5¢)	
	Labourer (Base rate)	\$10.74 (\$9.49)	\$11.99
	Millwright (Bracket 36)	\$13.62 (\$12.19)	\$14.87

Hours of Work: 40 per week (unchanged). Rest periods, 15 (10) minutes for morning, afternoon and overtime in excess of 2 1/2 hours.

Shift Premium: 30¢ (25¢). Effective June 1, 1983, 35¢.

Paid Vacation: Effective June 1, 1983, 11 (10) days.

Unpaid Vacation: Effective June 1, 1983, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance - \$12,000 (\$7,000) coverage. Effective June 1, 1983, \$15,000.

Provincial Medicare - Employer pays 100% of 1982 premium costs. Effective January 1, 1983, \$10 (\$4) per month for family and \$5 (\$2) per individual of any increases in premium.

Weekly Indemnity - Three wage related benefit groups. Duration of coverage ranges from 4 weeks for employees with 6 to 18 months of service to 52 weeks for employees with 10 or more years of service. Premiums are cost shared.

June 1/82	<u>1st 4 weeks</u>	<u>5th to 52nd week</u>
Group 1	\$240 (\$200)	\$245 (\$205)
Group 2	\$255 (\$215)	\$260 (\$220)
Group 3	\$270 (\$230)	\$275 (\$235)

Effective June 1, 1983, \$45 increase for all groups.

Long Term Disability (new) - Effective June 1, 1983, \$1,000 per month.

Hearing Aids (new) - One time benefit at 100% of cost, maximum \$500, no deductible.

Vision Care - \$75 (\$60) every 2 years.

Dental Plan - Payments are based on the 1982 (1981) Dental Association fee schedule. Effective June 1, 1983, the 1983 fee schedule.

Pension Plan: Non-Contributory - Effective July 1, 1982, \$8.40 (\$7.40) per month per year of service. Effective July 1, 1983, \$9.40, maximum 30 years.

Contributory - Effective July 1, 1982, increase of \$1.25 per month per year of membership in the plan during the period April 1, 1948 to March 31, 1958 and 75¢ from April 1, 1958 to December 1, 1975. Effective July 1, 1983, a further increase of \$1.25 and 75¢ respectively. Increases represent an additional \$669.75 in each year for an employee who joined the plant in 1948.

Early Retirement - Effective July 1, 1982, calculation of non-contributory pension will be based on seniority accumulated in the 30 years prior to age 61 or retirement age, if later. Any employee who retired between January 1, 1981 and April 1, 1982, will have his pension recalculated.

Severance Pay: 30% increase in the event of a plant closing.

Clothing Allowance: Purchase of Vests and Liners - \$16 (\$12).

FURNITURE AND FIXTURE

Simmons Limited at Brampton - Local 513, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 200 employees, settled at the post conciliation bargaining stage and ratified in May, 1982. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
	General Increases	65¢ on all classified rates; 35¢ on red circle rates or classified rate, whichever is greater	60¢ on classified rates; 30¢ on red circle rates or classified rate, whichever is greater
	Group 1A (includes Sewing Service Worker)	\$7.76 (\$7.11)	\$8.36
	Mechanic A (includes Tool and Die Maker)	\$10.15 (\$9.50)	\$10.75

Cost of Living Allowance: 57¢ allowance generated under previous agreements continues to float.

1¢ for each 0.5 increase in the Consumer Price Index - 1971=100 using March 31, 1982 as the base in the first contract year and March 31, 1983 in the second year. Adjusted quarterly. Capped at 20¢ per year. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Maximum benefit increases to \$210 (\$174) per week.

ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at London - Local 546, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 5, 1982 to April 4, 1985, covering 380 employees, settled with mediation assistance and ratified in May, 1982. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 5/82</u>	<u>Apr. 5/83</u>	<u>Apr. 5/84</u>
	Increases	90¢-\$1.36	38¢	35¢
	Special Adjustment		2¢	
	Skilled Trades Adjustments		5¢-20¢	5¢-20¢

	<u>Apr. 5/82</u>	<u>Apr. 5/83</u>	<u>Apr. 5/84</u>
Labour Grade 1	\$8.957 (\$8.057)	\$9.357	\$9.707
Labour Grade 13 (includes Maintenance Electrician)	\$11.669 (\$10.309)	\$12.269	\$12.819
Previous rates reflect \$1.42 COLA Fold-in.			
Cost of Living Allowance:	1¢ for each 0.32 (0.34) point change in the Consumer Price Index - 1971 = 100. Adjusted quarterly.		
Shift Premium:	0-40¢-40¢ (0-35¢-35¢).		
Paid Vacation:	5 weeks after 23 (24) years' service. Effective in 1983, 5 weeks after 22 years.		
Servicemen's Leave:	Brother-in-law and sister-in-law are added to the provision for 1 day's paid leave.		
Safety Shoe Allowance:	\$35 (\$25) per year.		

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials/Gypsum Products at Caledonia - Local 14994, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1982 to February 28, 1985, covering 213 employees*, settled at the post conciliation bargaining stage and ratified in May, 1982. Duration of negotiations - 4 1/2 months.

*Includes 71 employees currently on lay-off status.

<u>Effective</u>	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>	<u>Mar. 1/83</u>	<u>June 1/83</u>
General Increases	75¢	20¢	35¢	17¢
Skilled Trades Adjustment	75¢ for Certified Mechanic, Millwright and Electrician			
Job Class Increment	1¢		1¢	
Job Class 2 (includes Labourer)	\$8.73 (\$7.98)	\$8.93	\$9.28	\$9.45

	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>	<u>Mar. 1/83</u>	<u>June 1/83</u>
Job Class 15 (includes General Repair Mechanical)	\$10.90 (\$9.27)	\$11.10	\$11.58	\$11.75
Effective	<u>Sept. 1/83</u>	<u>Dec. 1/83</u>	<u>Mar. 1/84</u>	<u>June 1/84</u>
General Increases	17¢	17¢	38¢	18¢
Job Class Increment			1¢	
Job Class 2 (includes Labourer)	\$9.62	\$9.79	\$10.17	\$10.35
Job Class 15 (includes General Repair Mechanical)	\$11.92	\$12.09	\$12.60	\$12.78
Effective	<u>Sept. 1/84</u>	<u>Dec. 1/84</u>		
General Increases	18¢	18¢		
Job Class 2 (includes Labourer)	\$10.53	\$10.71		
Job Class 15 (includes General Repair Mechanical)	\$12.96	\$13.14		

The following benefit changes are effective May 6, 1982 unless otherwise noted:

Shift Premium:	0-28¢-38¢ (0-25¢-35¢).
Sunday Straight Time Premium:	\$1.20 (\$1.00) per hour.
Paid Vacation:	Effective March 1, 1983, 5 weeks after 19 (20) years' service and 6 weeks after 25 (28) years.
Health and Welfare:	<u>UHIP, Life Insurance and A.D. & D., Major Medical, Weekly Indemnity and Long Term Disability</u> - Employer pays 95% (90%) of premium costs.
Meal Allowance:	\$4 (\$3.50) after 10 hours.
Safety Shoe Allowance:	\$35 (\$30) per year.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 274 employees, settled at the bargaining stage and ratified in May, 1982. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	11.8%
	Teacher-Category I 0-12 years	\$17,000-\$33,200 (\$15,200-\$29,600)
	Teacher-Category IV 0-12 years	\$21,600-\$40,300 (\$19,500-\$36,000)
	Vice-Principal	\$45,600-\$48,300 (\$40,900-\$43,300)
	Principal	\$51,300-\$54,000 (\$46,100-\$48,500)
Paternity Leave:	2 (1) days' paid leave with deduction from accumulated sick leave credits.	

North Shore District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 201 employees, settled at the bargaining stage and ratified in May, 1982. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Increase	5.76%-13.25%
	Teacher Category D 0-7 years	\$17,100-\$21,650 (\$15,240-\$19,265)
	Teacher Category A1 0-12 years	\$20,000-\$32,900 (\$18,785-\$29,585)
	Teacher Category A4 0-12 years	\$23,400-\$41,100 (\$21,890-\$36,290)
Responsibility Allowances:	Principal - \$800 per unit for the first 5 units, \$600 per unit for the next 5 units, and \$150 per unit for the remaining units. (Previously, \$600 per unit for the first 10 units, and \$150 per unit for the remaining units).	
	<u>Substitute Principal</u> - \$35 (\$30) per unit per year.	
	Consultant - \$2,750 (\$2,500) if employed full-time and \$1,375 (\$1,250) if employed on a half-time basis.	

Special Education Allowance:	\$400, \$500, or \$600, depending on certificate held to teach exceptional children to be phased out effective August 31, 1983.
Leave of Absence:	1 day's paid leave to write examinations and to attend convocation (new).
"4 over 5 Years" Leave Plan (new):	Employee may elect to be paid at 80% of salary over 5 years in order to have the option of teaching 4 years and taking 1 year's leave of absence.
Health and Welfare:	<p><u>Life Insurance and A.D. & D.</u> - \$50,000 (\$25,000) coverage.</p> <p><u>Long Term Disability</u> - Maximum benefit increases to \$2,500 (\$2,000) per month plus 6% superannuation payable after 90 (120) days of illness or accident.</p> <p><u>Extended Health Care</u> - Maximum claim for eyeglasses increases to \$100 (\$60) every 2 year period.</p> <p><u>Dental Plan</u> - Riders # 1 and 3 to be implemented, with 100% of premium costs paid by employer.</p>
Meal Allowance:	\$5 (unchanged) for breakfast, \$7 (\$7.50) for lunch, and \$18 (\$14) for dinner for teacher who attends workshops, meetings, conferences or conventions approved by the employer, or functions at the request of the employer.
Mileage Allowance:	23¢ (19¢) per kilometer. Effective February 1, 1983, 25¢.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 225 employees, settled at the post conciliation bargaining stage and ratified in May, 1982. Duration of negotiations - 13 months.

Wages:	Effective	<u>Apr 1/81</u>	<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
	Average Increases	10.6%	6.8%	9.1%
		(non-compounded)		
	Dental Technician	\$7.65-\$8.52 (\$6.89-\$7.75)	\$8.17-\$9.12	\$8.92-\$9.94
	Bio-Medical Technologist 4	\$11.19-\$12.82 (\$10.08-\$11.45)	\$11.96-\$13.70	\$13.05-\$14.95
	Effective	<u>Oct. 1/82</u>	<u>Jan. 1/83</u>	
	Average Increases	5.9%	5.5%	
	Dental Technician	\$9.45-\$10.53	\$9.98-\$11.12	
	Bio-Medical Technologist 4	\$13.82-\$15.83	\$14.59-\$16.71	

Probationary period is 3 months for full-time employees, and 10 shifts for casual employees. Maximum rates for Dental Technician are reached after 4 annual increases and for Bio-Medical Technologist 4, after 5 annual increases.

Shift Premium: Effective May 17, 1982, 0-35¢-35¢ (0-24.667¢-24.667¢).

Standby Pay: Effective May 17, 1982, \$1.75 (\$1.50) per hour.

Paid Vacation: Effective May 17, 1982, 21 days after 14 years' service, 22 days after 15 years, 23 days after 16 years, and 24 days after 17 years (new).

Health and Welfare: Life Insurance - Effective July, 1982, employer pays 90% (80%) of premium costs.

Dental Plan - Payments are based on the current (1979) Ontario Dental Association fee schedule.

Responsibility Allowance: An employee temporarily assigned to a higher classification for a period longer than 1 full shift (4 weeks) receives the minimum rate of the higher position, or, if such rate is less than the wage rate received in his own classification, the next highest rate in the scale for all hours so worked.

CONSTRUCTION

The Electrical Power Systems Construction Association, Generation Projects Construction - Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from May 8, 1982 to April 30, 1984, covering 1,000 employees, settled at the post conciliation bargaining stage and ratified in May, 1982. Duration of negotiations - 2 months.

Wages:	Effective	May 8/82	May 1/83
	Increases	\$1.30-\$1.82	\$1.41-\$1.82
	Journeyman Electrical Worker, Welder - J. Clark Keith Project	\$15.75 (\$14.39)	\$17.16
	Journeyman Electrical Worker, Welder - Nanticoke Project, Ontario Hydro	\$17.95 (\$16.64)	\$19.77

Subforeman Premium: 75¢ (50¢).

Welfare Fund: Employer contributes 7¢-80¢ (7¢-79¢) depending on project. Effective July 1, 1982, at Bruce project, employer contributes 80¢ (75¢) per hour and effective May 1, 1983, 90¢. Effective May 1, 1983, at J. Clark Keith project employer contributes 79¢ (64¢).

Pension Fund: Employer contributes 0-\$1.25 (0-\$1) per hour. Effective May 1, 1983, employer contributions increase at Lakeview project \$1 (75¢) and at J. Clark Keith project \$1.05 (95¢).

Supplemental Unemployment Benefit Fund: At J. Clark Keith project, employer contributes 85¢ (65¢). Effective May 1, 1983, \$1.05 per hour.

Electrical Contractors Association of Ontario (Electrical Trade Bargaining Agency) - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (commercial, industrial, institutional and residential construction): A 24-month renewal agreement effective from May 8, 1982 to April 30, 1984, covering 10,000 employees, settled with mediation assistance during a work stoppage and ratified in May, 1982. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 8/82</u>	<u>May 1/83</u>
	Package Increases	\$2	\$2
	<u>Journeyman Electrician</u>		
	Local 339, Thunder Bay	\$16.59 (\$15.03)	\$18.41
	Local 353, Toronto	\$16.94 (\$15.35)	\$18.53
	Local 105 Hamilton	\$18.12 (\$16.76)	\$19.94

Board Allowance: Increases \$10 per week for Toronto and \$3.50 per day in both years for all other locals, except Sudbury and Thunder Bay.

\$4.70 (\$3.75) per hour worked for Sudbury local. Effective May 1, 1983, \$5.50.

Mileage Allowance: 35¢ (30¢) per mile. Effective May 1, 1983, 37¢.

Travel Allowance: Zone rates increase by 10% in the first year and by 5% in the second year.

Ontario Masonry Industry Employers Council - Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 5,000 employees, settled with mediation assistance during a work stoppage and ratified in May, 1982. Duration of negotiations - 2 months.

	Effective	<u>May 31/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$1.50-\$1.58	75¢	\$1.75-\$1.91
Wages:	Increases	63¢-\$1.82	50¢-69¢	\$1.25-\$1.74

	<u>May 31/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Bricklayer</u>			
Local 17, Peterborough	\$14.86 (\$13.28)	\$15.55	\$17.17
Local 2, Toronto	\$15.62 (\$14.24)	\$16.25	\$17.72
Local 14, Chatham	\$15.62 (\$14.45)	\$16.30	\$17.96

Reporting Pay: 3 (2) hours at regular rate plus travel and/or board allowance, where applicable.

Industry Fund: Employer contributes 2¢ (1¢) per hour earned.

Welfare Fund: Effective May 31, 1982, employer contributes \$1.05 (74¢) per hour earned for Sudbury local; \$1 per hour earned for Hamilton and Windsor locals (previously 80¢ and 85¢ respectively); 90¢ (75¢) for St. Catharines local; 80¢ (70¢) for Sarnia local; 75¢ (50¢) for Brantford local; 65¢ (45¢) for Oshawa local; 40¢ (30¢) for Ottawa local; 30¢ (20¢) for Thunder Bay local and 0¢ (25¢) for Barrie local.

Effective November 1, 1982, employer contributes \$1.20 (\$1.00) per hour earned for Sault St. Marie local and 65¢ (59¢) for Toronto local.

Effective May 1, 1983, employer contributes \$1.10 per hour earned for Windsor local.

Dental Plan - Employer contributes 30¢ per hour earned for Guelph, Kitchener, St. Catharines, Oshawa and Owen Sound locals and 0¢ for Barrie, Chatham and Peterborough (previously 20¢ for all locals). Employer contributes 45¢ per hour earned for Thunder Bay local (new).

Provincial Pension Fund: Employer contributes 85¢ (78¢) per hour earned for St. Catharines local; 75¢ for Sault St. Marie, Oshawa, Chatham and Sudbury locals (previously, 50¢, 50¢, 25¢, and 25¢, respectively); 60¢ (25¢) for Windsor local; 50¢ (25¢) for Thunder Bay local and 30¢ (25¢) for Toronto local.

Effective May 1, 1983, employer contributes 92¢ per hour earned for St. Catharines local and 90¢ for Windsor local.

Local Pension (Toronto only) - Effective May 1, 1983, employer contributes 80¢ (60¢) per hour earned.

Board Allowance: Effective May 31, 1982, \$33 (\$29) per day. Effective May 1, 1983, \$35.

Travel Allowance: Effective May 31, 1982, 33¢ (29¢) per mile. Effective May 1, 1983, 35¢.

Local 2, Toronto - Effective May 31, 1982, \$5.50 (\$5) per day. Effective May 1, 1983, \$6.

Negotiations in Progress during June 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Abitibi Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	E
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CFL)	750	M
American Can of Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500	E
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	230	E
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264	C
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CFL)	1,500	E
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC) and Office and Professional Employees (AFL-CIO/CLC)	770	C
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	E
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	E
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500	W
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	325	B
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	600	B
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	380	C
Canwirco Inc., Simcoe	United Steelworkers (AFL-CIO)	250	MED
Carleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B

*See page 405 for definition of codes

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Carleton University, Ottawa	CUPE (CLC) (staff assn.) (clerical, computer and accounting empls.)	615	B
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor	Service Employees Intl. (AFL-CIO/CLC)	359	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	715	B
Consumers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly rated production empls.)	10,600	B
Cooper Canada, Toronto	Pottery Workers (AFL-CIO/CLC)	680	B
Cooper Tool Group Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	250	C0
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	250	B
CRG Packaging Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	470	B
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	B
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	280	B
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	B
Dominion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	10,000	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	MED/W
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	500	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	230	B
Dufferin Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B(R)
Durham Board of Education	CUPE (CLC)	365	CO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	454	B
East York Borough Corp.	CUPE (office and public works empls.)	220	CO
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	745	B
Electrical Power Systems Construction Assn.	Plumbers (AFL-CIO/CFL)	2,000	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	555	B
Etobicoke Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,085	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	B
Ford Motor Co. of Canada, Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	12,410	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
ntenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
ntenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	245	B
eral Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	MED/WS
eral Bakeries (G.B. Wonder Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	210	B
dcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	203	CO
Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	5,435	B
at Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	925	B
at Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
at Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,300	B
y County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
ton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
ton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
ton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506	B
ton Regional Municipality (Homes for the Aged)	Cdn. Operating Engineers (CCU)	250	ARB
Federal jurisdiction			

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	300	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	WS
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Harding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	230	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/WS
Imperial Tobacco, (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	840	B
Inco Ltd. (Inco Metals Co.), Port Colborne	United Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	735	MED/WS
Inco Ltd. (Inco Metals Co.), Sudbury	United Steelworkers (AFL-CIO/CLC) (mine empls.)	11,640	MED/WS
Kawneer Co. Canada Ltd., Toronto	Structural Iron Workers (AFL-CIO)	225	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	CO
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL) (mill empls. and electricians)	740	B
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	250	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610	B
Laurentian University, Sudbury	Faculty Assn. (Ind.)	231	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	MED
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Liquor Control Board of Ontario, and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC)	3,500	B
Moblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time retail food empls.)	1,550	B
Moblaws Ltd., and Westfair Foods Ltd., Ottawa and other centres	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time retail food empls.)	6,000	B
London Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	MED
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	B
Pack Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	297	B
MacMillan Bloedel Industries Ltd., Sturgeon Falls Div.	Cdn. Paperworkers (CLC)	350	CO

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
McGraw-Edison of Canada Ltd. (Power Systems Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200	CO
Metro Toronto News Co., Lakeland Distributors and Western Ontario Distributors, Barrie, London and Toronto	Teamsters (Ind.)	265	B
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CFL)	400	CO
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO) and Teamsters (Ind.)	900	MED
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/ CFL)	500	MED
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO) and Teamsters (Ind.)	800	MED
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	300	PCB
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	248	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	268	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	393	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	291	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	WS
North York Public Library Board	CUPE (CLC)	290	B
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	240	PCB
O B Canada Inc. Niagara Falls	Teamsters (Ind.)	276	MED/WS
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OSPEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	OPSEU (NUPGE) (CLC) (classified public servants)	56,125	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	ARB
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CFL)	1,200	MED
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CFL)	11,000	MED/WS
Ontario Operating Engineers Employer Agency	Intl. Operating Engineers (AFL-CIO/CFL)	1,750	B
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	875	B
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO)	250	CO
Oshawa Area Signatory Contractors	Labourers (AFL-CIO) and Teamsters (Ind.)	200	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	MED
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	ARB(R
Phillips Cables Ltd., Brockville	Electrical Workers (UE) (CLC)	450	B
Prescott and Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	B
Prescott and Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550	B
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	410	B
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	B
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,290	B
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	250	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	B
Spruce Falls Power and Paper and Kimberly Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	1,440	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Pruce Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	700	B
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part- time empls.)	5,000	B
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail dept. store empls.)	550	B
St. Catharines, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	520	B
St. Catharines Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
St. Catharines Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	860	B
St. Catharines Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	B
St. Catharines and other hospitals, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	9,000	ARB
St. Catharines Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
St. Catharines City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B
St. Catharines City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	B
St. Catharines Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	800	CO
St. Catharines General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	B
St. Catharines Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350	B
St. Catharines Star Newspapers Ltd.	Printing and Graphic Union (AFL-CIO/CLC)	332	MED

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Toronto and Vicinity Ready Mix Companies, Intercity	Teamsters (Ind.)	275	C
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	PC
University of Guelph	Staff. Assn. (Ind.) (office, clerical laboratory and technical empls.)	770	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, and other empls.)	515	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	280	PC
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	350	B
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO)	243	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	420	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	850	B
Windsor Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	550	PC
Woodbridge Foam Corp.	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	ME
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	585	B
York University	CUPE (CLC)	275	B

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
York University	Cdn. Union of Educational Workers (graduate students, Units I and II)	1,200	B
York University	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	915	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
IP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	MED
N Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	CO
N Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, and other empls.)	7,610	CO
P Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
P Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, station services and other empls.)	1,750	B
P Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	CO
P Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, and other empls.)	5,435	CO
Canadian International Paper and New Brunswick International Paper, N.B., Que. and Ont.	Cdn. Paperworkers (CLC)	5,000	B
.B. Eddy Forest Products Ltd. Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) mill empls.)	1,500	CO
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,090	B

*Federal jurisdiction

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	860	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,915	B
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (administration services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non supervisory empls.)	2,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
MacMillan Bloedel Industries Ltd. Guelph, London, Toronto, Ont. and Montreal, Que.	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	MED
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	CO

** Federal jurisdiction

Negotiations in Progress during June 1982 covering 200 or More Employees (Cont'd)

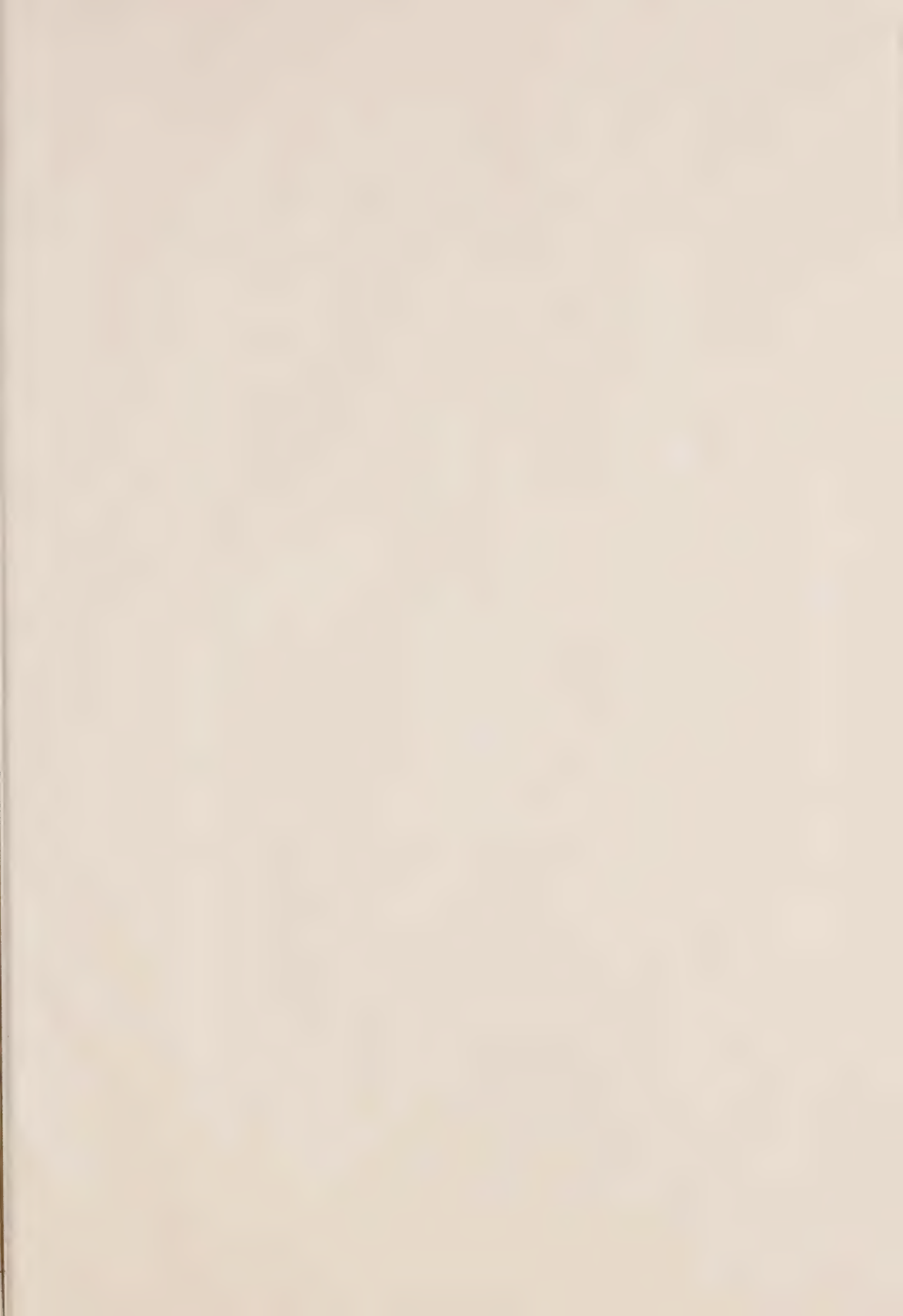
Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in July 1982

Employer and Location	Union	No. of Empls
Brampton City Corp.	CUPE (CLC)	200
Canada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time empls.)	620
Canada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food part-time empls.)	436
Canadian Pacific Airlines Ltd., province-wide	Air Line Flight Attendants (CLC)	300
Cooper Canada Ltd., Toronto	Pottery Workers (AFL-CIO/CLC)	680
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/ CLC) (retail food empls.)	600
Government of Canada (Treasury Board), province-wide	Professional Institute (Ind.) (biological science group)	310
Government of Canada (Treasury Board), province-wide	Public Service Alliance (CLC) (heating, power and stationary plant operation group - supervisory and non-supervisory empls.)	600
Imperial Tobacco Div. of Imasco Ltd., Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant, ware- house and office empls.)	840
National Research Council of Canada, Ottawa	Research Council Employees' Assn. (technical category, supervisory and non- supervisory)	775
Phillips Cables Ltd., Brockville	Electrical Workers (UE) (CLC)	452
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,290
Steinberg Inc. (Miracle Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full time and part-time empls.)	585
Toronto Star Newspapers	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350





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